

1983 Town Report

Eastham, Massachusetts



Eastham's Two Lighthouses

Once Eastham had lighthouses on Nauset Beach and at Billingsgate, five miles off the bay shore. Now only Nauset Beach Light remains. Billingsgate came first, in 1822. Its story demonstrates the immense power of tides, currents and storms on our shores. Four islands once extended southerly from the west side of Wellfleet harbor; Bound Brook, Griffins, Great and Billingsgate - once called the Old Point. Now the first three join the mainland and Billingsgate is only a memory. When the light was built here, and until the 1890's, Cape Cod Bay was an important fishing ground with large fleets from Eastham and neighboring towns using it for safe guidance. In mackerel season the bay would be white with sails.

First the light was on Billingsgate Point, then the point became an island, and then, as the southerly part yielded to tides and currents, it became necessary in 1857 to move the light some distance north on the island. A dwelling for the keeper was added that year. The island was then a lively place during the fishing season; fishermen built small dwellings and brought their families out for the summer. As many as twenty-five families lived here and once the island even had its school. Weirs lined island and adjacent bay shores. But storm, tides and currents kept chewing away and by 1915 had so undermined the light tower that it threatened to collapse. It was temporarily moved to a private house, then to a steel skeleton tower with automatic beacon. Even that yielded, and in 1922, after a full century of sending out its rays, Billingsgate light was darkened forever. Now only at very low tide may any trace of the island be made out.

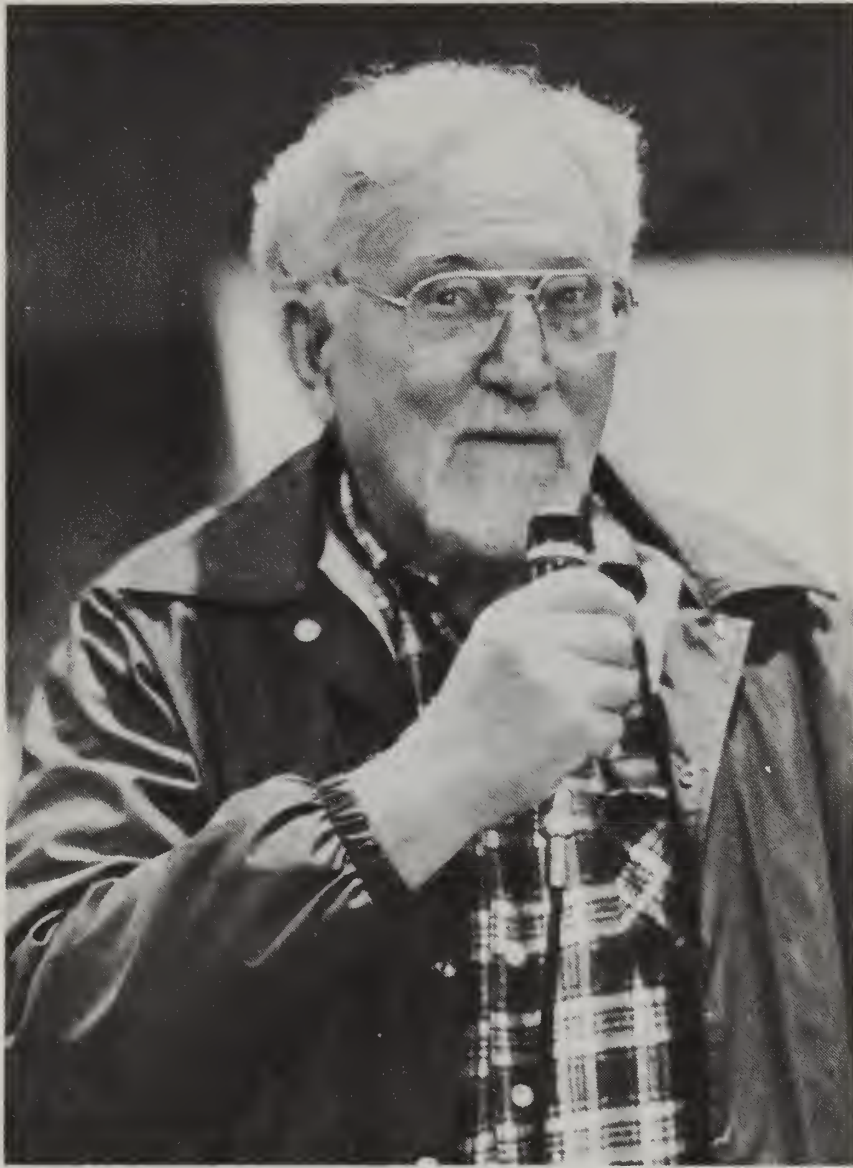
Eastham Tercentenary

1651 - 1951

REPORTS
of the
TOWN OFFICERS
of the
TOWN of EASTHAM
for the year
1983

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IN MEMORIAM



MAURICE A. MOORE

1901 - 1983

FORMER SELECTMAN

1962 - 1965

Picture taken by the Cape Codder.

IN MEMORIAM



CLARENCE P. EHRHARDT

1913 - 1983

CHAIRMAN ZONING BOARD OF APPEALS

Those who served with Clarence Ehrhardt in Town Government were richly rewarded for those years we knew him and served with him. He was always affectionately referred to as the Colonel. He was fair, honest and diligent to provide those who came in contact with him the right to be heard and given a fair hearing. And, where possible he always tried to go beyond, to prod, to gain all the facts to help townspeople. He gave a full to overflowing measure. He gave a legacy to those who now must carry on.

We will always remember his soft and cheery hello and his impish smile. It always disarmed us. He was a good friend, and we will miss him.

HORACE C. MOORE

1901 - 1983

FORMER CUSTODIAN TOWN HALL

Town of Eastham

Incorporated in 1651
Population 1983 Town Census 3,551

Senators in Congress

Edward M. Kennedy, Boston
Paul E. Tsongas, Boston

Representative in Congress

Tenth Congressional District
Gerry E. Studds, Scituate

State Senator

Cape and Island District
Paul Doane, Harwich

Representative in General Court

Cape and Island District
Howard C. Cahoon, Chatham

County Commissioners

Charles Eager, Yarmouth
Edward Crowell, Dennis
Roger L. Savery, Falmouth

OFFICE HOURS

Treasurer - Tax Collector - Town Clerk

Monday through Friday 8:00 A.M. to 12:00 Noon, 1:00 P.M. to 4:00 P.M. (Winter hours, Thanksgiving weekend to second week in March 8:00 A.M. to 4:45 P.M., Monday through Thursday)

Selectmen - Assessors - Board of Health

Monday, Wednesday, Friday, 9:00 A.M. to 12:00 Noon (Winter hours - Thanksgiving weekend to second week in March, 9:00 A.M. to 12:00 Noon Monday, Tuesday and Wednesday) (Year round one Selectman is available to the public on Saturday morning 9:00 A.M. to 12:00 Noon)

Building Inspector - Health Agent

Monday through Friday, usual office hours are 8:00 A.M. to 12:00 Noon (1:00 P.M. - 5:00 P.M. devoted to inspections) (Winter hours, office hours the same, 1:00 P.M. to 6:00 P.M. devoted to inspections Monday through Thursday) Call for appointments.

Plumbing Inspector

Monday, Wednesday, Friday 8:30 A.M. to 9:30 A.M. (Winter hours, Thanksgiving weekend to second week March, 8:00 A.M. to 9:00 A.M., Monday, and Wednesday.)

Wiring Inspector

No regular office hours. Permit applications and fees may be left with the Selectmen's Clerk, who also has blank applications. Any questions may be directed to the telephone number listed in the telephone listings.

Gas Inspector

No regular office hours, unless substituting for Plumbing Inspector in capacity of Assistant Plumbing Inspector. Questions may be directed to the telephone number in the telephone listings.

Wellfleet Home Health Agency

Serving Eastham, Truro, and Wellfleet. Hours 8:00 A.M. to 9:00 P.M. 7 days a week year round. Office hours 8:00 A.M. to 4:00 P.M., 5 days a week may be reached through the Wellfleet Dispatcher (Telephone 349-3754)

TELEPHONE LISTINGS

Selectmen, Assessors, Board of Health	255-0333
Treasurer, Tax Collector	255-7887
Deputy Tax Collector	896-3022
Town Clerk	255-0338
Town Accountant	255-0353
Building Inspector/Health Agent	255-0353
Plumbing Inspector	255-0353
Gas Inspector	255-2284
Wire Inspector	255-6838
Selectmen's Clerk	255-0333
Assessors' Clerk	255-0353
Conservation/Natural Resources Officer	255-0333
Police, Fire, & Rescue EMERGENCY CALLS ONLY	255-2323
Police Department, Business & all other calls	255-0551
Fire Department, Business & all other calls	255-2324
Wellfleet Home Health Agency	Office: 349-3011
	Wellfleet Dispatch: 349-3754
Highway Garage	255-1745
Sanitary Landfill	255-7047
Dog Officer	255-0224
Council on Aging	255-6164
Library	255-3070
Information Booth (June-September)	255-3444

SCHEDULE OF MEETINGS:

Historical Commission: Third Thursday of each month in the Merrill Room of the Eastham Library at 7:30 P.M.

Personnel Board: Third Tuesday of the Month at 7:30 P.M.; Town Hall

Finance Committee: Third Thursday of the Month 7:30 P.M.; Town Hall

Board of Appeals: Wednesdays at 7:30 P.M.; Town Hall

Conservation Commission: First and Third Tuesdays of the Month 7:30 P.M.; Town Hall

The Annual Town Meeting this year will be held Monday, May 7, 1984 at the Nauset Regional High School at 7:00 P.M.

The Annual Town Election will be held Tuesday, May 15, 1984 at the Town Hall.

TOWN OFFICIALS

ELECTED OFFICIALS

Board of Selectmen

Howard W. Quinn, Chairman, Board of Selectmen 1984
Rudolph E. Zannoni, Chairman, Board of Assessors 1986
Wallace Ruckert, Chairman, Board of Health 1985

Treasurer/Tax Collector

Edith P. Lindholm 1984

Town Clerk

Lillian Lamperti 1984

Library Trustees

Abner Pratt, Chairman 1985
Winifred Franklin 1986
Beth Bishop 1984

Planning Board

Richard Nickerson, Chairman 1987
Nathan Nickerson III 1984 Susan Horton 1985
Charles N. Deane 1988 Frank Schumann 1986

School Committee

Marcia Nickerson, Chairman 1986
John Butler 1986 Edward Murphy 1985
Christine Austin 1984 Carolyn Ambroult 1984

Regional School District Committee

Joan Lee 1985

Town Constable

Marion Hawkes 1985

Moderator

Ralph L. Earle, Sr. 1984

Recreation Committee

Elizabeth Erickson, Chairman 1987

Paul Bohannon 1985

Michael Bove 1984

Paul Burns 1986 - Resigned

Larry Hartung appointed until next election
to fill unexpired term of Paul Burns

APPOINTED OFFICIALS

Inspector of Buildings/Health Agent

John H. Alexander

Assistant Inspector of Buildings/Health Agent

Christina Tilton

Plumbing Inspector

Grafton Meads

Assistant Plumbing Inspector/Gas Inspector

George Ryan

Inspector of Wiring

William Cook

Deputy Inspector of Wiring

Guy Farrell

Charles Higgins

Tree Warden

Howard W. Quinn

**Deputy Tree Warden and
Superintendent of Insect Pests**

Shawn Shea

Veterans' Agent

Mary Rooney

Civilian Defense Director

Robert L. Carey

Town Accountant

Carolyn Gifford 1986

Clerks

Selectmen's Clerk/Parking Clerk/ Assistant Town Clerk	Sharon K.Jacek
Selectmen's/General Clerk/Part-Time Assessors' Clerk	Joan Jordan Patricia A. McKenzie
Assistant Assessors' Clerk Part-Time (Mornings)	Frances Bishop
Assistant Assessors' Clerk Part-Time (Afternoons)	Valerie Santorello
Natural Resources Clerk/Conservation Clerk Part-Time	Jean Progner
Town-School Nurse's Clerk/Part/Time	Dorothy Benner
Treasurer/Tax Collector's Clerk Part-Time	Audrey Bohannon
Deputy Treasurer/Tax Collector	Lelia B.Daubert
Custodian	Linda S. Burt

POLICE DEPARTMENT

Chief of Police

Jerry J. Emond 1985

Police Sergeants

Warren Hopkins 1985-Retired	Donald A.Watson 1986
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Police Officers

Wynn Deschamps 1985	Thomas F.Hayes 1986
Richard R. Hedlund 1986	Thomas K. Murray 1984
Matthew Young 1984	Kenneth Roderick, Jr. 1983 - Resigned
James McMakin 1986	Carl A. Ruggerio 1983 - Resigned
Mark Dauphinee 1984	

Secretary-Clerk

Barbara A.Sweetser 1986

Matrons

Barbara A.Sweetser	Carol J.Jacoby
Regina L. Eldredge	Sandra C. Francis
Elizabeth A. Erickson	

Dispatchers

Elizabeth A. Erickson	Sandra C. Francis
Cynthia M. Zalesak	Carol Jacoby
Regina L. Eldredge	

Special Police Officers

Paul Bohannon
Thomas A. Collins
Kenelm N. Collins
Ronald P. Corrigan
Freeman C. Hatch

Martin J. Mickle
Nathan M. Weber, Sr.
Rodney Danner
Vern E. Hurt
Dennis St. Aubin
Eugene W. Valli

Special Police Officers

(June 1, 1983 to September 15, 1983)

Lionel Ayotte
David Hagstrom
Bruce Quigley

Richard Salter
Scott Servheen
John Yerardi

FIRE DEPARTMENT

Fire Chief-Forest Fire Warden

John E. Austin, Jr., Paramedic

Lieutenant/Inspector

Theodore Mickle, EMT-A

Firefighters

Brian Edmunds, EMT-A

Glen Olsen, EMT-A

Jennifer Smith, Paramedic

Call Firefighters - Emergency Medical Technicians

Donna Demers, EMT-A
Bernard Burt, EMT-A
William McAndrew, EMT-A
Diane Hilferty, EMT-A
George Eldredge, EMT-A
David Wahlstrom, EMT-A
John Pooler, EMT-A
Carol Graham, Paramedic
Carol Smith, Paramedic
William Sprague, Paramedic

Martin Mickle
Jay Ilkovich
Mark Kinnane
Robert Parry
Jeff Parker
Ellen Upton

Fire Lieutenants - Call

Gary Burns, EMT-A
Steven Burns
Steven Douglas

J. Thomas Hilferty
David Lee

Call Rescue

Marilyn Kinnane, EMT-A

Anne DeFina

Millers

James Owens

Clyde Eagles

Supervisor of Park Police

Clement Samborski

Beach Sticker Program Attendants

Robin Gatto, Clerk

Leona Carey

Patricia Smith, Clerk

Melinda A. Carey

Nancy Hall

Caroline Bartlett

Noreen Carey

Michele DeCesare

Deborah Bedard

Jean Blasko

Medical Advisory Board of the Medicare Program

Dorothy Benner

Wallace Ruckert

David Crary

Dr. James Hartgering

Bernadette King

Christine Austin

Election Warden

Alfred Mills

Librarian

Jane A. Eldridge

Substitute Librarian

Jennie Mahoney

Assistants to the Librarian

Martha D. Johnston

Sue Norkelunas

Grace Davis

Catherine McCloskey

Helen H. Mourtou

Fran McLaughlin

Eastham Library

Building Committee Representative

George Glasson

DEPARTMENT OF PUBLIC WORKS

Superintendent

Steven Douglas

Deputy Superintendent/Foreman

Martin Mickle

Machine Operators

Victor Lopez

Robert Knowles

Barry Bartolini

Sanitary Landfill Attendants-Part-Time

Howard Carpenter

Raymond Huff

Harbormaster

Charles Miller

Assistant Harbor Master & Assistant

Natural Resources Officer

Kenelm N.Collins 1986

Natural Resources Officer & Shellfish Constable

Henry F. Lind 1985

**Deputy Natural Resources Officer
& Deputy Shellfish Constable**

William Burt 1985

**Assistant Natural Resources Officers
& Deputy Shellfish Constables**

Brian Moran 1986

Anthony Pike 1986

Larry Ellis 1986

Charles Campbell 1984

Carl Schwind 1986

Natural Resources Laborer

Courtney Mead

Playground Director

Leo P. Miller

Dog Officers & Inspectors of Animals and Slaughtering

Philip Suchecki

Judith Suchecki

Swimming Instructor

Karen Strauss

Lifeguards

Catherine White

Elizabeth J.White

Fence Viewer

Jerry J.Emond

Veterans' Grave Officer

James R. Brewer

Information Booth Attendants

Marcia B. Nickerson

Cornelia B. Terhune

Jean Harrington

Elsie A. Bengston

Information Booth Operating Committee

Frank Schumann

Milton Brown

Board of Appeals

Col. Clarence P. Ehrhardt, Chairman 1985 - deceased

Suzanne Goodrich to fill the unexpired term of Col. Ehrhardt.

Robert Holmes 1986 - Resigned

Alvin Behrer to fill the unexpired term of Robert Holmes and was
elected by board members to serve as Chairman of the Board.

Arthur E. Stewart 1984 - Resigned

Vartkes A. Perperian to fill the unexpired term of Arthur Stewart.

Mary VanRyswood 1988

Joseph Gargolinski 1987 - Resigned

Joan Willoughby to fill the unexpired term of Joseph Gargolinski
and serve as Clerk of the Board, due to resignation of Patricia
Allen.

Alternate Members of the Board of Appeals

Jeff Havlik 1988

Edward Nulton 1988

Finance Committee

Prudence Kerry, Chairman 1984

Benjamin Bartolini 1985

William Vautrinot 1985

Stanley Burton 1985

Ellen Anderson 1984

Lawrence Dettenborn 1984

Ann Fowler 1986

George Sykes 1986

Robert Lunt 1986

Personnel Board

Fredrick Coe, Chairman 1984

David Humphreys 1985

Craig Kreisberg 1986

Joseph Goselin 1985

Joseph Rafalowski 1984

Conservation Commission

Catherine Barton, Chairman 1984 Micheal Whatley 1985 - Resigned
Howard Progner to fill the unexpired term of Micheal Whatley.

Howard Carpenter 1985

Carol Snowden 1986

Dr.Charles Mixter 1984

Richard Marvin 1986

Joseph Moran 1985

Buildings, Landings, and Parks Committee

Wiliam Eager

Diana Quin

Alvin H. Behrer

Architectural Advisory Committee

John H. Alexander

Richard Nickerson

Cape Cod Regional Technical High School Representative

Arthur Nickerson 1986

Thomas Collins 1984

Council on Aging

Sandy Szedlak, Director

Gurlie Velandar, Clerk

Board of Directors for the Council on Aging

Eugene Gieringer,
Chairman 1985

Earle Mountain,
Vice Chairman 1986

Daniel Ferry 1984 - Resigned

Joseph Navas to fill the unexpired term of Daniel Ferry.

Diana Quin 1984 - Resigned

Rev, James S. Swartz, Secretary to fill the unexpired term of Diana Quin.

Ardeth Sander 1985

Lois Powers 1986

Jean Progner 1986

Fay Shook 1984

Francie Kriesberg 1985

Janet Judd 1986

Joan Lee 1984

Community Liason

Cecille Carpenter

Representative of the Cape Cod Planning and Economic Development Commission

Wallace Ruckert

Rudolph E. Zannoni, Alternate

Economic Development Study Committee

Fredrick Coe

Frank Szedlak

Joyce Brookshire

Donald Eglee

**Representative on the Bikeway Sub-Committee of the
Cape Cod Planning and Economic Development Commission**

Gordon R. Whittum - Resigned

Donald Watson to fill the unexpired term of Gordon Whittum.

Harold Watson, Alternate

Building Code Appeal Board

James H. Bowman

Charles N. Deane

Joseph P. Kelley

Lester F. Langhans, Sr.

Archives Committee

Abner Pratt, Chairman

Aline E. VanHouten

Charlotte Galli

Lillian Lamperti

Board of Highway Surveyors

Howard W. Quinn

Wallace Ruckert

Rudolph E. Zannoni

Registrars of Voters

Kathleen LaPlante, Chairman 1986

Jeanne Quinn 1984

Phyllis Clark 1984

Assistant Registrars of Voters

Donna Walsh

Helen Kreber

Arts Lottery Council Representatives

Kay Deegan 1984

Violet Brooke 1984

**Barnstable County Government
Review Committee Representative**

Donald Sander

**Cape Cod National Seashore
Advisory Board Representative**

Bernard Richardson

Fire Study Committee

Fred Carey, Sr.

Joseph Wernier

Joseph Aten

Charles Miller

Robert Bremner

Marilyn Crary

Rock Harbor Study Committee

Irvin Daubert

Joseph King

Kenelm Collins

H. Craigin Bartlett

Charles Miller

William Vautrinot (Associate)

Resignations Submitted to Town Clerk 1983

Karen Anderson	<i>Economic Development Study Committee</i>
Peggy Collins	<i>208 Wastewater Management Committee</i>
Jeffrey Havlick	<i>Board of Appeals</i>
Robert Holmes	<i>Board of Appeals</i>
John Curtiss	<i>Board of Appeals</i>
Paul Burns	<i>Recreation Commission</i>
Carl Ruggiero	<i>Police Department</i>
Cecille Carpenter	<i>Eastham Council on Aging</i>
Joseph Gargolinski	<i>Board of Appeals</i>
Theodore Mickle	<i>Conservation Commission</i>
Diana Quin	<i>Council on Aging</i>
Arthur Stewart	<i>Board of Appeals</i>
Michael Whatley	<i>Conservation Commission</i>
Lawrence Baker	<i>Plumbing Inspector</i>
Gordon Whittum	<i>CCPEDC Bikeway Committee</i>
Joan Coffin	<i>Clerk-Personnel Board</i>
Nathan Apatow	<i>Town Accountant</i>
Paula Nickerson	<i>Personnel Board</i>
George Sykes	<i>Finance Committee</i>

Report of the Board of Selectmen

The most significant issue of 1983, for Eastham, has been "Proposition 2½". For the first time in the history of the town we had to recess the Annual Town Meeting, await the results of voting by ballot whether to override "2½", or return and cut. The vote was decisive. We returned on May 23rd and cut the salaries of the Town Clerk, the Treasurer/Collector, the Constable, and one part time position in the Selectmen's Office, and salaries and expenses in both the Police and Fire Departments.

Further items deleted or reduced were in the Elementary School expenses, Natural Resources, Conservation Commission, Library, Information Booth, Snow and Sanding, Town Insurance and Harbors and Landings. And for the first time in over 30 years, our participation in funding the Orleans-Eastham Two Town Ambulance was eliminated. We had to cut a total of over \$360,000.00 which would have resulted in a 25¢ per thousand, increase in the tax rate.

After all the figures had been compiled, from new construction, Cherry Sheets, Assessments, and estimated receipts, another \$100,000.00 had to be cut from existing budgets, such as Selectmen/Assessors, Town Accountants Salaries, Street Lighting and Insurance. Fortunately the Nauset Regional High School assessment was lowered over \$62,000.00 by an act of the Legislature, and the Regional Town Nurse (Wellfleet Home Health Agency) assessment proved less than estimated, or we would have had to cut more.

Chapter 580 of the Acts of 1980, "Proposition 2½", was voted by the people of the State to limit the cities and towns from taxing no more than 2½% of the total valuation. When the law was enacted, cities and towns under 2½% were frozen at their 1979 or 1981 levy limit, and could increase that taxable limit only 2½% each year. At that time, Eastham's levy was 1.6% of its value. After revaluation, the levy went down (as did most everyones taxes) to .84% for FY-1983. This is the reason Eastham had to cut back on Expenses and Salaries.

If we do not have relief from this serious situation very soon by an override of "2½", Our Capital fixtures, such as the School, Fire, Police Library, and Highway Building, Fire Trucks, and Highway Trucks, to say nothing about our long delayed Road Program, are going to deteriorate to a point where we are not going to be able to provide the necessary services to insure the comfort and safety of the people. We need to find a way to continue to insure the quality of service, of our schools, our ambulance and paramedics, our police and fire, and our maintenance protection, of all the above.

Other significant issues of 1983 have seen the completion of widening and resurfacing of Route 6 through Eastham, with a minimum of inconvenience to the people. Where traffic had to be rerouted on town-owned roads, and damage occurred, the State repaired it, and in one case completely resurfaced one section of a road, saving the town several thousand dollars.

This Board was also able to present to the voters a new By-Law to control water-skiing on Great Pond. We had several meetings with Mr. Alfred Nataloni, Director, Marine and Recreational Vehicles which we have been assured by his office, meets with his approval. We only now await the decision of the Attorney General. Once this has been approved we can begin, with help from Mr. Nataloni's office to control and properly observe this pond with a view towards making this pond safe for all boaters, water-skiers, fisherman, and sailboaters. It is a start. It does not please everyone, but it is a start primarily to keep Great Pond, great.

Ongoing projects this year, have been the Town Hall repairs, which we are fortunate to report have been funded under the will of Timothy Smith. Another land exchange was voted to enlarge the buffer zone at the Sanitary Landfill Area. Two new shellfish grants were given to local shellfishermen, which has proven to increase the yield, and will eventually prove financially beneficial to the town. There have been no major repairs to local roads, because of Proposition "2½", however, minor repairs and patching has been done.

Finally, we wish to take this opportunity to again thank the people of Eastham who have graciously accepted appointments to all the committees and boards, because without them this town could not provide the ongoing programs, protection and planning so vital to the well-being of Eastham, also we wish to express our sincere appreciation to all our employees who sometimes are taken for granted, but perform so vital functions for the Town. We have a good team in Eastham- Voters — Committee people — Employees — we are proud of you — and we are proud to be.

Your Obedient Servants,

Howard W.Quinn, Chairman
Rudolph E.Zannoni
Wallace Ruckert

BOARD OF SELECTMEN

Report of the Board of Assessors

This year again proved to be a very intensive year for the Board of Assessors. The follow-up on the State-mandated revaluation conducted in 1982 by United Appraisal Company had to be handled by this Board. The Assessors reviewed only 175 applications for abatements out of 6,170 parcels revaluated.

On March 16, 1983, the Board of Assessors, in accordance with Chapter 369, Acts of 1982, held its first ever public hearing on the issue of allocating the local property tax levy among the five property classes. At this hearing, the Board of Assessors provided all information to those present on how our new total valuation of \$308,706,036.00 could be divided into individual tax rates for residential and commercial. The residents present unanimously voted to retain one tax rate for all classes of property in Eastham, leading the Assessors to set the tax rate of \$8.15/M.

During the ensuing period following this hearing, a computer mistake on the part of United Appraisal Company of \$8,954,112.00 surfaced, and the Assessors were obligated to re-adjust the tax rate to \$8.40/M. These final figures showed a total property valuation of \$299,748,924. (increase of \$117,992,424. over last year) and a \$8.40 tax/M (decrease of \$5.80/M from last year). These figures were then **approved** by the Department of Revenue and the tax bills were then **sent** to be printed.

On December 6, 1983, the Board of Assessors again held a public hearing under Chapter 369, Acts of 1982, where, again the residents present requested the Board to adopt one tax rate for all classifications of property. The tax rate was then set by the Department of Revenue at \$8.45/M. The tax bills were then printed and mailed before the end of the calender year, thus eliminating the need for volunteer tax payments, as in the previous year.

Rudolph E. Zaroni, Chairman
Howard W. Quinn
Wallace Ruckert

BOARD OF ASSESSORS

Report of the Board of Health

The Board of Health of the Town of Eastham, like so many other Boards throughout the Commonwealth, is comprised of non-professional people, and other than one member in Eastham, who is a registered pharmacist, the members operate within the framework of what background they can glean from guidelines handed down from the County Board and the State Board.

In Eastham, we are fortunate to have residents who are qualified medical people with background in public health problems, and we have from time to time drawn upon the expertise of such people as Dr. Bertrand Bennison and Dr. James Hartgering, both of the latter having been generous of their time and input on many occasions during the past few years.

Our relationship with the Wellfleet Home Health Agency continues to be most satisfactory and we are grateful for the Medical Advisory Board of the Medicare Program who meet regularly with the Agency in keeping abreast of developments as they affect our community. Their names are listed in another part of this Town Report.

Our in-house staff from other departments such as the Building Inspector, John Alexander, who doubles as Health Agent for the Board, and Henry Lind, our Natural Resources Officer, round out our basic and auxiliary work force.

We continue to receive support from the County Health department in the laboratory services which monitor our water quality from samples tendered by Eastham residents. Richard Sturtevant, County Sanitarian, provides needed inspections in the Town of Eastham, monitoring food service establishments, water supplies for human consumption and for recreation.

We continue to pursue the disposal of sewage through negotiations with the Towns of Orleans and Brewster for provision of a joint disposal system to be located in Orleans. Our local septage lagoon and Sanitary Landfill are monitored by the staff of Schofield

Brothers who act as inspectors of both areas and our liaison with the Department of Environmental Quality Engineering.

Respectfully submitted,

Wallace Ruckert, Chairman

Howard W. Quinn

Rudolph E. Zannoni

BOARD OF HEALTH

Report of the Barnstable County Health Department

The Barnstable County Health Department has continued to carry out services in the program areas of Health Education and Professional Services, in cooperation with the Massachusetts Department of Public Health, with other County Departments, with the Boards of Health of the 15 towns, the Cape Cod Community College, and with Community Health and Human Service Agencies.

1. Environmental Health

The volume of water samples analyzed increased by 17% and the income fee schedule was revised based on current costs.

Samples analyzed:

1865	Private Wells
725	Surface Waters
3543	Town Water Supply
157	Landfill monitoring wells — Brewster, Yarmouth

The laboratory has certification status from the Massachusetts Department of Environmental Quality Engineering in the following categories of microbiological analysis of drinking water:

Total coliform by membrane filter and by MPN procedure
Fecal coliform by membrane filter and by MPN procedure
Standard plate count

To date, the laboratory has full certification for chemical analysis of drinking water for nitrate-nitrogen and sodium.

The sanitarians and town health agents inspect sites where unacceptable water sample results are found and also conduct other inspections.

- 45 Housing Inspections
- 74 Lead Paint Surveys
- 276 Private water supply site inspection
- 401 Sub-surface sewage inspections
- 1018 Inspections of food service establishments and markets

2. Medical Social Work:

The position of Medical Social Worker was not funded in 1982-1983; except for the handicapped children caseload, service has not been provided.

3. Dental Hygiene Services:

A reduction in staff led to reduced activity in this area.

4. Handicapped Children's Clinic Program:

The staff of Handicapped Children's Clinic met regularly with the staff of schools, and of social and health agencies in order to coordinate patient care plans.

5. Administration:

The department has completed a manual of personnel policies for distribution to each member. The personnel evaluation procedure and records were revised and are up to date.

6. Public Health Nursing:

The Public Health Nurse Directors met regularly with staff of the Division of Family Health Services, with S.E. Massachusetts Regional Office of Massachusetts Department of Public Health, with the Division of Communicable Disease Control, with Barnstable County Hospital Out-patient Department, and with public health nurses in schools and in home health agencies. They provided leadership and manpower in workshops and seminars, provided career counselling, and one served as deputy for the Administrator of the Department.

7. Field Experience:

A physical therapy student from Northeastern University spent six weeks with clinic staff.

Ten Dental Hygiene students from Cape Cod Community College participated in school based services.

Two of the summer sanitary inspectors were graduate students, one from Dalhousie University, one from the University of Massachusetts.

8. Goals for the next year:

- *To justify the need for re-establishment of the Medical Social Work Program.
- *To improve a system for filing, retention, storage of materials.
- *To increase space available for environmental health office staff, and their visitors.
- *To bring salaries of professional consultant positions up to competitive levels.

9. Appropriated for 1982-1983	\$358,214.03
Spent	345,138.33
Receipts	127,013.33

Respectfully Submitted,

Esther G. Howes
County Health Officer

*Note this is a condensed report and that the original document provided by the County is available to the public upon request at Town Hall.

Report of the Eastham Numbering Committee

At this time assignment of street numbers to all properties not within the National Seashore area has been completed, and these numbers have been recorded on the assessor's maps. This material has now been turned over to the Assessor's Office for incorporation into their records. As this work progresses property owners will receive notification of the street number assigned to their property by its appearance on their tax bills.

The basic theory of the numbering of the Town of Eastham has been to devise a system that will enable police, fire, and rescue personnel to reach a given location in the shortest possible time. For this reason, in the case of longer streets, at the end of each tenth of a mile, the numbers are increased by 100. While this system may leave obvious gaps in a sequence of numbers, on the other hand it will enable fire, police and rescue personnel to estimate the approximate location of a property where no numbers appear, as in the case of vacant areas and wet lands. The system was adopted after close consultation with representatives of the Police and Fire Departments.

Members of the committee have tried to view all corner lots to determine on which street the driveway emerges, or on which street the house obviously fronts. It is possible that a property owner may wish to have his address assigned on the other street and not the one numbered. In this case a form is being drafted on which the property owner can indicate his wish. This form is then to be submitted to the Planning Board. This form may also be used in case the property has a preference for particular digits. It is to be submitted to the Planning Board for determination if the desired number can be made to fit in the overall numbering system. It should also be noted that properties shown on the assessor's maps to be land locked and not fronting on any way or road shown on the maps have not been assigned numbers.

At this time posting of numbers assigned is voluntary for homes already constructed. It is the hope of the Committee that property owners will post assigned numbers where they are clearly visible from the street and thus cooperate with the Police and Fire Departments in their effort to provide the most expeditious service possible. By doing

so the property owner will also facilitate deliveries and assistance by home service personnel.

Listed below are the Committee members who have given many hours of time to this work. A special commendation of gratitude should be given to the Girl Scouts who have also participated in the Committee.

Patricia Baker
Maureen Chiarappo
George Erickson
Brian Edmunds
Betty Fleming

John Hilferty
Joan Lee
Officer James McMakin
Judy Kostas
Donald Sander

Respectfully submitted

Donald Sander, Chairman

Report of the Town Accountant

Honorable Board of Selectmen:

I wish to thank your Board and the various Town boards, departments and citizens for their support and confidence during the first six months of my term as Town Accountant. The experience has been very rewarding. The office now includes a micro-processor which is proving to be very helpful in the many facets of work which originate from this office; in addition, the computer allows the work to be done without the expense of filling the now-vacant position of Assistant Town Accountant.

In accordance with Chapter 41, Section 61, of the General Laws, and in accordance with the General By-laws of the Town, I submit a financial report of the Town for the fiscal year ended June 30, 1983, and a listing of all unexpended balances of appropriation accounts as of December 31, 1983, in the following format:

- Schedule A - Balance Sheet
- Schedule B - Debt Account
- Schedule C - Summary of Receipts
- Schedule D - Summary of Appropriations and
Expenditures
- Schedule E - Appropriation Balances as of December 30,
1983

Respectfully submitted,

Carolyn C. Gifford
Town Accountant

Town of Eastham

Balance Sheet

June 30, 1983

GENERAL ACCOUNTS

Assets		Liabilities & Reserves	
Cash:			
In Bank	\$705,193.14		\$626,520.31
Federal Revenue Sharing	106,851.60	Warrants Payable	
	<u>106,851.60</u>	Temporary Funds	1,093,302.08
Accounts Receivable:		Payroll Deductions:	
Taxes:		Health Insurance	7,867.16
Levy of 1971:		Life Insurance	834.91
Real Estate		Teachers' Insurance	69.34
Levy of 1972:	54.63	Tax Sheltered Annuity	<u>5,391.00</u>
Personal Property			14,162.41
Levy of 1973:	97.42		
Real Estate		Tailings	986.25
Levy of 1974:			
Personal Property	480.46	Revolving Funds:	
Levy of 1975:		Police Private Duty	6,629.61
Real Estate		Elementary School	442.13
		Town Hall Custodial	<u>15.00</u>
			7,086.74
		Receipts Reserved for Appropriation:	
	1,987.14	Olde Mill	1,498.44

Levy of 1976:			
Real Estate	1,128.58	Beach Program	40,500.72
Personal Property	606.03	Ambulance	24,355.88
		State Aid for Libraries	1,736.00
Levy of 1977:		State Shellfish Aid	13,631.50
Real Estate	2,351.50	Dog Fund Receipts	1,325.43
Personal Property	239.97		<u>83,047.97</u>
		Federal Grants:	
Levy of 1978:		General:	
Real Estate	1,295.00	Revenue Sharing	106,851.60
Personal Property	592.13	Schools:	
		ECIA Block Grant	12.51
Levy of 1979:		P.L.874	109.62
Real Estate	1,30.23		<u>106,973.73</u>
		State Grants:	
Levy of 1980:		Elder Affairs	235.02
Real Estate	1,568.43	Shellfish	10,879.43
Personal Property	207.18		<u>11,114.45</u>
		Revenue Reserved Until Collected:	
Levy of 1981:		Motor Vehicle	33,044.75
Real Estate	1,344.76	Boat, Ship or Vessel	1,513.50
Personal Property	660.25	Title & Tax Possession	26,883.94
		Departmental	4,835.56
Levy of 1982:			<u>66,277.75</u>
Real Estate	8,139.58		
Personal Property	1,051.50		
		Tax Accounts:	
Levy of 1983:		1970 Motor Vehicle	6.20
Real Estate	1,718,732.34	1971 Motor Vehicle	44.20
Personal Property	88,381.72	1973 Personal Property	.09
	<u>1,830,779.09</u>	1975 Personal Property	434.48
		1979 Personal Property	53.28
Motor Vehicle Excise:		1966 Real Estate	1.53
Levy of 1972	2,267.29	1969 Real Estate	1.70
Levy of 1973	78.22		
Levy of 1974	837.03		

Levy of 1975	938.62	1972 Real Estate	105.13
Levy of 1976	790.59	1974 Real Estate	174.54
Levy of 1977	2,454.94		
Levy of 1978	4,280.12		
Levy of 1979	2,189.86		
Levy of 1980	3,689.00		
Levy of 1981	1,194.48		
Levy of 1982	2,153.49		
Levy of 1983	12,221.51		
			821.15
<hr/>			
Boat, Ship or Vessel Excise:		Overlays Reserved for Abatement:	
Levy of 1980	78.00	Levy of 1971	54.63
Levy of 1981	379.00	Levy of 1976	1,340.43
Levy of 1982	271.00	Levy of 1977	2,068.25
Levy of 1983	785.50	Levy of 1978	901.15
		Levy of 1979	2,069.39
		Levy of 1981	3,866.94
		Levy of 1982	7,053.36
		Levy of 1983	87,209.43
			104,563.58
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Tax Titles		Overlay Surplus	76.14
Tax Possessions		Overestimates:	
		County Tax Assessment	2,132.99
		State Recreation Areas	2,095.91
		Air Pollution Control	141.19
			4,370.09
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Departmental:		Waterways Management Fund	2,539.17
Veterans' Benefits	4,835.56		
Unprovided for or Overdrawn		Gifts & Donations:	
Accounts: Overlay 1972	20.96	Conservation Commission	2,051.03
Overlay 1973	4.29		
Overlay 1974	91.64	Damages to Persons & Property	91.68
Overlay 1975	209.72		
Overlay 1980	573.22	Appropriation Balances:	
Cape Cod Mosquito Control	4.96	Engineering Services	225.00
Retired Municipal Teachers	3.06	Town Reappraisal	13,882.56
		Ambulance Expenses	2,252.00
			907.85

Regional Septage Facility	9,800.00	
General Maintenance -		
Part-Time Help	4,099.76	
General Maintenance -		
Fuel Tank	2,106.00	
Rock Harbor Maintenance	5,000.00	
Road Maintenance	34,543.65	
State-Aided Road		
Projects	47,679.00	
Road Maint. Chap. 329	18,191.00	
Road Maint. Chap.570	10,061.00	
Olde Mill Improvements	241.04	
Historical Commission	193.10	
Police Station Construction		
Committee	3,191.75	
Police Station Land		
Acquisition	19,500.00	170,965.86
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Encumbered:		
Veterans' Benefits	119.40	
Elementary School	34,219.70	
Beach Program	6,000.00	40,339.10
		<hr/>
Surplus Revenue		374,770.34
		<hr/>
TOTAL ASSETS	\$2,710,059.83	
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TOTAL LIABILITIES AND RESERVES		\$2,710,059.83
		<hr/>
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DEBT ACCOUNT
June 30, 1983

Net Funded on Fixed Debt:
Inside Debt Limit:
General

34,340.00

Serial Loans:

Inside Debt Limit:

1980 Conservation Land Loan

34,340.00

SCHEDULE B

Town of Eastham
Summary of Appropriations and Expenditures
July 30, 1983

SCHEDULE D

Account	Balance from Past Year	Town Meeting Appropriation	Loans		Total	Expenditures and Other Debits	Unexpended Balances Closed to Revenue	Balance Forward to the Next Year
			Transfers	Other Receipts				
GENERAL GOVERNMENT								
Moderator Salary		100.00			100.00	100.00		
Moderator Expense		10.00			10.00		10.00	
Constable Salary		100.00			100.00	100.00		
Selectmen/Assessor/Board of Health Salary		33,550.00			33,550.00	33,550.00		
Selectmen Office Salary		21,720.61			21,720.61	21,183.31	537.30	
Selectmen Expense		5,307.00		1,857.05	7,164.05	7,164.05		
Assessor Office Salary		31,845.00			31,845.00	23,412.82	8,432.18	
Assessor Expense		5,063.00			5,063.00	4,965.97	97.03	

Computing Tax Bills	5,940.00		5,940.00	5,915.35	24.65	
Engineering Service	1,300.00	5,500.00	6,800.00	6,575.00		225.00
Legal Service	12,000.00	5,545.28	17,545.28	17,545.28		
Professional Appraisal	8,600.00		8,600.00		8,600.00	
Town Reappraisal Expense	31,025.00		68,643.00	54,760.44		13,882.56
Town Audit	6,500.00		6,500.00	6,500.00		
Town Accountant Salary	35,839.75		35,839.75	32,489.29	3,350.46	
Town Accountant Expense	1,400.00		1,400.00	1,012.27	387.73	
Treasurer/Tax Collector						
Salary	15,000.00		15,000.00	15,000.00		
Treasurer/Tax Collector						
Office Salary	19,035.07		19,035.07	17,912.96	1,122.11	
Treasurer/Tax Collector						
Expense	6,775.00		6,775.00	6,635.36	139.64	
Tax Title	19,950.00	41.00	19,991.00	16,018.32	3,972.68	
Town Clerk Salary	10,912.00		10,912.00	10,912.00		
Town Clerk Expense	1,160.00		1,160.00	1,160.00		
Election & Registration						
Salary	4,354.00		4,354.00	2,687.57	1,666.43	
Election & Registration						
Expense	2,307.00		2,307.00	2,307.00		
Planning Board Salary	800.00		800.00	781.92	18.08	
Planning Board Expense	225.00	144.55	369.55	369.55		
Zoning Board of						
Appeals Salary	600.00		600.00	330.57	269.43	
Zoning Board of						
Appeals Expense	610.00		610.00	356.81	253.19	
Town Hall Salary	10,858.46	27.43	10,885.89	10,885.89		
Town Hall Expense	10,052.00	15.85	10,067.85	9,908.07	159.78	
Town Hall Custodian						
Revolving Fund		270.00	270.00	255.00		15.00

Account	Balance from Past Year	Town Meeting Appropriation	Loans Transfers Other Receipts	Expenditures and Other Debits Total	Unexpended Balances Closed to Revenue	Balance Forward to the Next Year
Bulk Fuel Oil		11,000.00		11,000.00	327.48	
GENERAL GOVERNMENT TOTALS	37,618.00	313,938.89	13,401.16	364,958.05	29,368.17	14,122.56
PUBLIC SAFETY						
Police Salary		289,951.05	423.34	290,374.39	277,551.57	12,822.82
Police Expense		20,227.00	588.77	20,815.77	20,767.40	48.37
Police Cruisers		25,000.00		25,000.00	24,968.00	32.00
Police Out of State Travel		100.00		100.00	25.00	75.00
Parking Clerk Expense	290.00		236.13	526.13	526.13	
Police Private Duty						
Revolving	(1,177.86)		76,824.81	75,646.95	69,017.34	6,629.61
Dispatching Salary		36,474.04	15.55	36,489.59	36,489.59	
Dispatching Expense		6,174.00		6,174.00	6,174.00	
Fire Salary		104,489.37		104,489.37	104,069.53	419.84
Fire Expense		21,996.00	4,968.10	26,964.10	26,964.10	
Fire Department - Ambulance						
Fund Expenses			2,252.00	2,252.00		2,252.00
Fire Department Vehicle		7,750.00		7,750.00	7,750.00	
Class I Ambulance		27,500.00	15,000.00	42,500.00	42,500.00	
Emergency Medical						
Services Systems		1,405.00		1,405.00	1,405.00	
Orleans/Eastham Ambulance						
Association		10,000.00		10,000.00	10,000.00	
Conservation Commission						
Salary		2,248.00		2,248.00	2,007.60	240.40

Conservation Commission Expense	1,045.00	145.77	1,190.77	1,190.77	
Conservation Commission Gifts & Donations	1,858.03	633.00	2,491.03	440.00	2,051.03
Natural Resources Salary	34,239.42		34,239.42	34,239.42	
Natural Resources Expense	12,871.00		12,871.00	12,871.00	
Natural Resources State Shellfish Grant	8,295.24	14,918.05	23,213.29	12,333.86	10,879.43
Building Inspection Salary	19,745.11		19,745.11	19,721.19	23.92
Building Inspection Expense	2,929.00		2,929.00	2,910.70	18.30
Gas Inspection Expense	693.00		693.00	522.00	171.00
Plumbing Inspection Expense					
Wire Inspection Expense	4,620.00		4,620.00	3,846.30	773.70
Dog Officer Expense	4,066.00	2,715.50	6,781.50	6,781.50	
Civil Defense Salary	6,470.00	142.00	6,612.00	6,612.00	
Civil Defense Expense	160.00		160.00	160.00	
Civil Defense	125.00		125.00		125.00
Generator Expense	748.00		748.00	79.93	668.07
Bulk Gasoline Expense	40,183.00		40,183.00	36,708.30	3,474.70
PUBLIC SAFETY TOTALS	9,265.41	118,863.02	809,337.42	768,632.23	21,812.07
HEALTH & SANITATION					
Public Health Expense	195.00		195.00	92.77	102.23
Sanitary Landfill Salary	11,441.03		11,441.03	10,849.38	591.65
Sanitary Landfill Expense	34,060.00		34,060.00	32,017.14	2,042.86
Regional Septage Treatment Facilities	15,000.00		15,000.00	5,200.00	9,800.00
Septage Maintenance Expense	2,700.00	495.00	3,195.00	3,195.00	
Town Nurse Expense	44,709.68		44,709.68	23,594.26	21,115.42

Account	Balance from Past Year	Town Meeting Appropriation	Loans Transfers Other Receipts	Total	Expenditures and Other Debits	Unexpended Balances Closed to Revenue	Balance Forward to the Next Year
Town Nurse Expense							
Encumbered	100.00			100.00	32.07	67.93	
Inspection of Animals		100.00		100.00	100.00		
Greenhead Fly Control		346.40		346.40	346.40		
Dutch Elm							
Disease Expense		200.00		200.00		200.00	
Insect/Pest/Poison Ivy							
Control Expense		3,135.00		3,135.00		3,135.00	
Tree Warden Expense		1,098.00		1,098.00	421.20	676.80	
Cape Cod Council							
on Alcoholism		1.00		1.00	1.00		
Cape Cod Child							
Development Program		1.00		1.00	1.00		
Cape Cod Family &							
Children's Services		907.00		907.00	907.00		
Cape Cod Mental Health		1.00		1.00	1.00		
Lower Cape Human							
Services		1.00		1.00	1.00		
Nauset Workshop		3,767.00		3,767.00	3,767.00		
HEALTH &							
SANITATION TOTALS	17,800.00	99,963.11	495.00	118,258.11	80,526.22	27,931.89	9,800.00
GENERAL MAINTENANCE							
General Maintenance							
Salary		56,408.37		56,408.37	55,104.19	1,304.18	
General Maintenance							
Expense		26,150.00	2,286.15	28,436.15	28,436.15		

Account	Balance from Past Year	Town Meeting Appropriation	Loans Transfers Other Receipts	Total	Expenditures and Other Debits	Unexpended Balances Closed to Revenue	Balance Forward to the Next Year
Veterans' Services - Benefits Encumbered			119.40	119.40			119.40
Veterans' Services - Out of State Travel		70.00		70.00		70.00	
VETERANS' SERVICES TOTAL		15,265.00	4,119.40	19,384.40	17,845.57	1,419.43	119.40
SCHOOLS							
Elementary School Operations		524,507.00	128.79	524,635.79	518,412.01	6,223.78	
Elementary School - Encumbered 1982	38,262.68			38,262.68	33,706.09	4,556.59	
Elementary School - Encumbered 1983			34,219.70	34,219.70			34,219.70
Elementary School - Revolving Building Use	411.30		514.70	926.00	483.87		442.13
Nauset Regional School District							
Cape Cod Regional Technical High School		830,463.66		830,463.66	810,424.85	20,038.81	
Educational Library Learning Resources '81	.02			.02	80,166.00	1,329.00	
Educational Library Learning Resources '82	12.19			12.19	12.19		
ECIA Block Grant 97-35			1,062.00	1,062.00	1,049.49		12.51
Public Law 874, Title I	3,940.62			3,940.62	3,831.00		109.62
SCHOOL TOTALS	42,626.81	1,436,465.66	35,925.19	1,515,017.66	1,448,085.52	32,148.18	34,783.96

LIBRARIES									
Library Salary	27,471.56	33.39	27,504.95	27,503.21	1.74				
Library Expense	13,462.00	399.65	13,861.65	13,861.65					
Commonwealth Assistance - Appropriated to the Library Dog Fund - Appropriated to the Library		1,736.00	1,736.00	1,736.00					
		1,397.13	1,397.13	1,397.13					
LIBRARIES TOTALS	40,933.56	3,566.17	44,499.73	44,497.99	1.74				
PARKS & RECREATION									
Beach Program	33,649.60		33,649.60	30,703.28	2,946.32				
Beach Program - Encumbered		6,000.00	6,000.00						6,000.00
Recreation Commission Salary	17,791.00		17,791.00	17,791.00					
Recreation Commission Expense	10,522.00		10,522.00	10,321.53	200.47				
Information Booth Salary	3,880.00		3,880.00	3,878.79	1.21				
Information Booth Expense	590.00		590.00	530.24	59.76				
Olde Mill Salary	463.00	2,197.00	2,660.00	2,004.07	655.93				
Olde Mill Expense	654.00		654.00	329.42	324.58				
Olde Mill Improvements		241.04	241.04						241.04
Public Amusement & Advertising	1,690.00		1,690.00	1,690.00					
PARKS & RECREATION TOTALS	69,239.60	8,197.00	77,677.64	67,248.33	4,188.27				6,241.04
PENSIONS & RETIREMENT									
Barnstable County Retirement System	62,877.00		62,877.00	60,037.00	2,840.00				
PENSIONS & RETIREMENT TOTALS	62,877.00		62,877.00	60,037.00	2,840.00				

Account	Balance from Past Year	Town Meeting Appropriation	Loans Transfers Other Receipts	Total	Expenditures and Other Debits	Unexpended Balances Closed to Revenue	Balance Forward to the Next Year
UNCLASSIFIED							
Damages to Persons and Property	97.12		329.49	426.61	334.93		91.68
Town Report		4,024.00	501.80	4,525.80	4,525.80		
Town Insurance -							
Employees Expense		60,536.00	630.60	61,166.60	59,783.83	1,382.77	
Town Insurance -							
Town Protection		55,986.00	4,083.59	60,069.59	60,017.59	52.00	
Town Insurance -							
Unemployment		8,000.00		8,000.00	3,350.18	4,649.82	
Archives Committee		400.00		400.00	400.00		
Building Code Appeal							
Board Salary		26.00		26.00		26.00	
Building Code Appeal							
Board Expense		54.00		54.00		54.00	
Buildings, Land &							
Parks Salary		53.00		53.00		53.00	
Buildings, Lands &							
Parks Expense		27.00		27.00		27.00	
Council on Aging Salary		15,010.29		15,010.29	14,399.05	611.24	
Council on Aging Expense		1,825.00	37.41	1,862.41	1,862.41		
Council on Aging Elder							
Affairs Grants			833.00	3,595.00	3,359.98		235.02
Eastham Charter							
Commission Expense			1,517.75	1,517.75	1,517.75		
Finance Committee Salary		701.00		701.00	563.87	137.13	
Finance Committee Expense		94.00		94.00	56.80	37.20	

Appropriation Balances

SCHEDULE E

December 31, 1983

GENERAL GOVERNMENT

Moderator Salary	100.00
Moderator Expense	10.00
Selectmen/Assessor/Board of Health Salary	16,774.80
Selectmen Office Salary	9,633.31
Selectmen Expense	2,167.10
Selectmen-Typewriter Expense	139.00
Assessor Office Salary	11,975.20
Assessor Expense	1,206.40
Computing Tax Bills	6,900.00
Engineering Service	2,025.00
Legal Service	8,891.80
Labor Relations Legal Expense	1,250.00
Professional Appraisal	8,600.00
Town Reappraisal Expense	1,388.25
Town Audit	00.00
Town Accountant Salary	9,148.85
Town Accountant Expense	924.85
Treasurer/Tax Collector Salary	7,500.04
Treasurer/Tax Collector Office Salary	9,385.76
Treasurer/Tax Collector Expense	3,591.51
Tax Title	17,714.80
Town Clerk Salary	5,456.03
Town Clerk Expense	647.71
Election & Registration Salary	3,347.31
Election & Registration Expense	1,287.37
Planning Board Salary	629.62
Planning Board Expense	3,112.42
Zoning Board of Appeals Salary	462.15
Zoning, Board of Appeals Expense	342.77
Town Hall Salary	6,282.94
Town Hall Expense	4,124.90
Bulk Fuel Oil Expense	9,000.00

PUBLIC SAFETY

Police Department Salary	150,222.83
Police Department Expense	12,361.17
Police-Cruiser Expense	18,300.00

Police-Cesspool Expense	00.00
Police-Out of State Travel	100.00
Dispatching Salary	20,965.65
Dispatching Expense	6,174.00
Fire Department Salary	58,765.49
Fire Department,Expense	7,349.93
Fire-Engine Repair	00.00
Fire-Scott Air Packs	00.00
Fire-Brush Breaker Repairs	612.73
Fire-Base Station and Encoder	995.00
Fire-Portable Radio and Pager	76.00
Fire Ambulance Fund Expense	2,252.00
Emergency Medical Services	00.00
Conservation Commission Salary	1,012.31
Conservation Commission Expense	369.32
Natural Resources Salary	16,068.78
Natural Resources Expense	3,169.64
Building Inspection Salary	10,765.02
Building Inspection Expense	1,406.17
Gas Inspection Expense	197.09
Plumbing Inspection Expense	643.98
Wire Inspection Expense	2,514.17
Dog Officer Expense	3,845.00
Civil Defense Salary	171.20
Civil Defense Expense	125.00
Civil Defense Generator Expense	225.00
Bulk Gasoline Expense	24,232.07

HEALTH, SANITATION & HOSPITALS

Public Health Expense	2,612.77
Sanitary Landfill Salary	9,178.82
Sanitary Landfill Expense	4,160.56
Sanitary, Landfill -Front End Loader	3,000.00
Regional Septage Treatment Facilities Expense	11,750.00
Septage Maintenance Expense	2,600.00
Town Nurse Expense	33,525.13
Inspection of Animals Expense	50.00
Greenhead Fly Control Expense	00.00
Dutch Elm Disease Control Expense	200.00
Insect/Pest/Poison Ivy Control Expense	1,000.00
Tree Warden Expense	598.00

GENERAL MAINTENANCE

General Maintenance Salary	34,749.03
General Maintenance Expense	7,468.01
General Maintenance Fuel Tank Expense	348.38
General Maintenance Part-time Help	4,099.76
Street Sweeping Expense	3,000.00
Harbors & Landings Salary	813.20
Harbors & Landing Expense	275.00
Rock Harbor Maintenance & Repairs	5,000.00
Rocks Harbor Temporary Docks	00.00
Snow & Sanding Salary	4,393.48
Snow & Sanding Expense	7,790.15
Drainage Expense	6,673.43
Street Lighting Expense	2,809.64
Road Repair and Maintenance	34,543.65
State-Aided Road Projects	47,679.00
Road Maintenance - Chapter 329	18,191.00
Road Maintenance - Chapter 570	10,061.00

VETERANS' SERVICES

Veterans' Services - Expense	3,675.00
Veterans' Services - Benefits	6,561.98
Veterans' Service - Benfits Encumbered	40.00
Veterans' Service - Out of State Travel	70.00

SCHOOLS

Elementary School Operations	346,056.08
Elementary School Operations Encumbered	2,617.68
Nauset Regional School District	
Capital Assessment	31,718.47
Nauset Regional School District	
Operating Assessment	388,884.28
Cape Cod Regional Technical	
High School District	39,624.00

LIBRARIES

Library Salary	14,402.81
Library Expense	7,155.95
Commonwealth Assistance - Appropriated to	
Library Expense	260.33
Refunded Dog Tax - Appropriated to	
Library Expense	763.73

PARKS & RECREATION

Beach Program	13,315.38
Beach Program Encumbered	6,000.00
Recreation Commission Salary	1,336.77
Recreation Commission Expense	7,420.38
Information Booth Expense	277.77
Olde Mill Salary	1,002.94
Public Amusement & Advertisment	00.00

PENSIONS & RETIREMENT

Barnstable County Retirement System	36,578.50
County Retirement Unfunded Liability Reserve	10,000.00

UNCLASSIFIED

Damages to Persons & Property	91.68
Town Report	3,600.00
Town Insurance - Town Protection Expense	5,311.50
Town Insurance - Employee Expense	43,579.36
Town Insurance - Unemployment Expense	3,416.78
Archives Committee Expense	400.00
Building Code Appeal Board Salary	27.80
Building Code Appeal Board Expense	46.55
Building, Lands and Parks Salary	53.71
Building, Lands and Parks Expense	1.00
Council on Aging Salary	10,948.17
Council on Aging Expense	918.26
Finance Committee Salary	701.00
Finance Committee Expense	5.76
Historical Commission Operations	193.10
Personnel Board Salary	600.00
Personnel Board Expense	270.00
Police Station Construction Committee Expense	3,191.75
Police Station Land Acquisition	19,500.00
Reserve Fund	22,303.01

CEMETERIES

Old Cemeteries Expense	450.00
Veterans' Grave Officer	50.00

INTEREST

Certification of Notes Expense	15.00
Interest Expense	11,155.00

MUNICIPAL INDEBTEDNESS		
Unpaid Bills of FY 1983		00.00
Conservation Bond of 1980		00.00

Town Clerk’s Report of the Fish and Game Licenses 1983

Resident Fishing Licenses	54
Resident Hunting Licenses	19
Resident Sporting Licenses	25
Resident Citizen Minor Fishing	4
Non-Resident Citizen/Alien Fishing 7 day	79
Non-Resident Citizen/Alien Fishing	20
Non-Resident Citizen/Alien Hunting	5
Small Game	
Non-Resident Citizen/Alien Hunting	1
Big Game	
Resident Citizen Sporting over 70 free	49
Archery/Primitive Firearms Stamps	9
Mass. Waterfowl Stamps	38
Gross Receipts	\$2,665.90
Fees	103,40
Net Receipts	\$2,562.50

Town Clerk’s Report of the Dog Licenses Sold in 1983

Male Dogs	322
Female	55
Spayed	314
1 Kennel	\$50.00
1 Kennel	\$10.00
1 Kennel	\$25.00
Gross	\$2,323.00
Fees	520.50
Net	\$1,802.50

Town Clerk's Report

Births Recorded in Eastham

1983

Date	Child s' Name	Parents
Jan. 5	Bradford Richard Young	Stephen Young Deborah Jahnke
Jan. 15	Christopher Richard Burt	William Burt Linda Baumgaertel
Jan. 16	Erin Elizabeth Pooler	John Pooler Elizabeth Carpenter
Jan. 27	Tiffany Lou Gremila	Barry Gremila Elaine Demetri
Feb. 9	Johanna Janet Hatch	Freeman Hatch IV Molly-Ann Dwyer
Mar. 9	Emily Kate Barker	Richard Barker Joan Sprague
Mar. 17	Christopher Alan Dunham	Alan Dunham Joyce Whitten
Apr. 5	Todd Nickerson Bohannon	Paul Bohannon Audrey Nickerson
Apr. 6	Shannon Marie Burke	William Burke Karen Fitzpatrick
Apr. 9	Nell Louise Jordan	Clay Jordan Theresa Whitham
Apr. 11	Graham Andrew Haskell	Jeffrey Haskell Judith Manning
Apr. 18	Brian Daniel Peters	Daniel Peters Lisa Callan

Apr. 22	Martin James Cutler	Robert Cutler Michelle Jablonski
May 5	Megan Elizabeth Shea	Shawn Shea Kathleen O'Leary
May 19	Rachael Ellen Burns	Steven Burns Karen Erickson
June 8	Courtney Alexis Francis	Paul Francis Sandra Rose
June 20	Heather Ann Caron	Martin Caron Lori Zeppa
June 28	Kristen Elizabeth Badera	James Badera Jayne Gajewski
July 29	David Gerard Hill	Gerard Hill Martha Hopkins
July 30	Jason Scott Beisiegel	Theron Beisiegel Kathryn Lowe
Aug. 12	Perry William Sparrow	Robert Sparrow Marjorie Kravetz
Aug. 21	Dana Michael Richardson	Dana Richardson Nancy Davis
Aug. 22	Keegan Collen Morris	Collen Morris Shannon Cunningham
Sept. 8	Erin Miriam Brady	Thomas Brady Miriam Duff
Oct. 11	Nathan James VanRyswood	David VanRyswood Elizabeth Mallon
Oct. 12	Meredith Phelps Boardman	Harold Boardman Nancy Retz
Oct. 13	Justin Pictou Quinn	Jonathan Quinn Carol Back

Nov. 4	Rosalie Ann Adams	Christian Adams Barbara Bemis
Nov. 10	Jason John Ostrom	John Ostrom Cynthia Clark
Nov. 10	Renee Alyssa DelConte	Mark DelConte Emily Vernlund
Nov. 22	Jeremy Everett Sullivan	William Sullivan III Laura Mae Brown
Nov. 25	Edward Foster Atwood	Frank Atwood Kathryn O'Hearn
Dec. 3	Allison Ann Giguere	Raymond Giguere Patricia Smith
Dec. 16	Alexandra Maria Peres	Pedro Peres Catherine Avellar

Town Clerk's Report of Marriages in Eastham 1983

Jan. 8	Robert Peters Marilyn Szedlak	Eastham Eastham
Mar. 19	Thomas Thurston Patricia Allen	Eastham Eastham
Mar. 21	David Lundgren Amy Taraskiewicz	Oxford Oxford
Apr. 16	James Nagle Jennifer Crosman	Rhode Island Rhode Island
Apr. 17	Carl Leichner Lauren Healey	Connecticut Connecticut

May 7	Reginald Snure Charlotte Gilmore	Eastham Eastham
May 28	Charles Orant Josephine Thomas	Eastham Norwood
June 10	John Grigas, Jr. Teri Budreau	Sandwich Eastham
June 11	Gary Culver Janet Hawkes	Connecticut Connecticut
June 11	Randy Townsend Maureen Masterson	New York New York
June 25	Warren French Courtney Vautrinot	Dedham Eastham
June 25	Kevin White Elizabeth Ritchie	Provincetown Eastham
July 8	Neil Pabian Diane Cortina	Connecticut Connecticut
July 30	Clark Ratliffe Katherine Iselin	New York New York
Aug. 15	Homer Geehr Nancy Retz	Wellfleet Eastham
Aug. 20	Basil Lutfi Kathleen Mackey	Brighton Brighton
Aug. 28	Richard Tellier Linda Harvey	Braintree Eastham
Sept. 3	Frank E. Gould Marjorie Gee	Eastham Eastham
Sept. 4	Loren Appelbaum Susan Moore	New Jersey New Jersey
Sept. 10	Robert Jones Lauren Burgess	Eastham Eastham

Sept. 10	Timothy White Diane Beaulieu	Eastham Eastham
Sept. 17	Howard Eitelbach Gertrude Dindore	Eastham Eastham
Oct. 8	Charles Winding, Jr. Mary Lynn Pratt	New York New York
Oct. 15	Peter Covell Ellen Anderson	Eastham Eastham
Oct. 22	Edward Olkkola Cynthia Behrer	Eastham Eastham
Nov. 3	Russell Fulcher Claudia Panzarella	Eastham Eastham
Nov. 5	David Skiba Dawn Radke	Eastham Eastham
Nov. 19	Howard W. Quinn Jeanne L. Atwood	Eastham Eastham
Dec. 3	Peter Folejewski Deborah Ealine Bainton	Cataumet Eastham

Town Clerk’s Report of Deaths in Eastham 1983

January 4	Oscar Grozier Pierce	83
January 8	William Nelson Eldredge	33
January 8	Mitchell C. Burke	31
January 10	Margaret A.,Orloski	80
January 10	William M. Whitten	69

January 11	Alice Hoffman	88
January 17	Lyle Thomas Alexander	79
February 6	Alberta Sheppard	88
February 17	Frederick Christian Ehrmann	71
February 26	Clarence Bernard Johnson	79
April 24	Loren Bragdon Garland, Jr.	62
April 25	Eugene Francis Spellman	67
May 6	Florence L. Abbott	88
May 15	Gordon Joseph King	67
May 26	Kenneth Kirby Williams	70
June 2	Isabelle C. Franz	84
June 5	Helen Calkins	77
June 7	Eva Davey Sparrow	89
June 7	Belle Albaugh Moulton	90
July 9	Allan Clark Ingraham	72
July 12	Elizabeth Clara Ernst	70
July 20	Anna Josephine Barrett	76
July 23	Alice Alberta Lowe	89
July 25	Gertrude Lillian Holbrook	73
August 4	John Wesley Colpitts	76
August 11	Alice Margaret Ahern	68
August 19	Lydia Eva Fletcher	83
August 25	Clarence Paul Ehrhardt	69
August,29	Horace Clifton Moore	82
September 9	Maurice Albert Moore	81
October 8	Althea G. MacDonald	88
October 17	Joseph Volengevitz	70
October 21	Ada Arey Ryder Wagner	79
October 27	Charles Acorn, Sr.	84
October 29	James Gellatly	70
November 4	Jonathan Pictou Crosby Quinn	26
December 2	Dorothy E. Leuallen	70
December 21	Emaline Kelly	76

Town Clerk's Report of Jurors Selected for 1983

Traverse Jurors

Beverly Adamkovic	Real Estate Salesman
Daniel Chase, Jr.	Charter Boat Captain
Antoinette Donahue	Cashier-Hostess
Christian Adams	Shell Fisherman
Jean Daley	Building Consultant
Charles Deane	Architect
Joan Barker	Visiting Nurse
Audrey Barnard	Presser-Cleaner
Jean Bagley	Retired
Michelle Adams	Housewife
Allen Baker	Owner-Ship Model Shop
Beverly Carter	Housewife
Arnold Devlin	Retired
Howard Chase	Retired
William K, Baker	Instructor
Elizabeth Daiute	Homemaker
Mary Davidson	Retired
Louis C. Bach	Retired
David Adams	Student
Dorothy Behrer	Consumer Finance Analyst
Carl Goodrich	Builder
Joan Douglas	Clerk
Arthur Edwards	Retired
David Dorer	Student
Artin Balian	Retired
Robert Derow	Rest. Mgr. & Cook
Paul Hedlund	Restaurant Manager
Clyde Eagles	Retired
Donald Delaney	Carpenter
Brian Edmunds	Firefighter

Report of the Police Department

To the Board of Selectmen
Town of Eastham, Massachusetts

I hereby submit my report of the activities of the Police Department of the Town of Eastham.

ROUTINE 1983

Mileage of Police Cruisers	217,909
Pistol Permits	49
Firearms I.D. Cards	33
Gunsmith and Dealers Licenses	2
Ammunition Licenses	2
Bicycle Registration	49
Copies of Reports	128
Motor Vehicle Citations	
a. Warnings	315
b. Complaints	1,283
TOTAL	1,598

COMPLAINTS RECEIVED AND /OR INVESTIGATIONS AND SERVICES PROVIDED

Part One INCIDENTS

Robbery	1
Assault-Knife or Cutting Inst.	1
Assault-Other Weapon	1
Assault-Hand-Fists-Feet	12
Burglary-Forced Entry	75
Burglary-Unlawful Entry (no force)	21
Burglary-Attempt	20
Larceny-Theft	128
Larceny of Auto	4
Use w/o Authority	4
Recovered Stolen Autos	2
Assault-Others	2
Arson	1
Value of Property Stolen-	\$38,688.00
Value of Property Recovered-	\$10,410.00

Part Two INCIDENTS

Forgery & Counterfeiting	5
Checks-Insufficient Funds	10
Defrauding an Innkeeper	1
Recovered Stolen Property	4
Vandalism	109
Weapons(buy-sell-rec)	3
Sex Offenses	9
Narcotic Drug Laws	24
Offenses vs Family	1
Operating Under the Influence of Alcohol	44
Liquor Laws	31
Trespassing	9
Disorderly Conduct	2
Runaway(under 18)	19
Abandoned Vehicles	1
All Other Traffic	1,216
Major Accidents	145
Missing Persons	36
Lost/Found Property	212
Phone Calls (annoy-obscene-threat)	28
Violations Town-by-Laws	99
Dead Body Reports (Sudden Death)	3
Accidental Death or Suicide Investigation	2
Mentally Disturbed Persons	30
Unlawful Disposal of Rubbish	7
Prowler Complaints	30
Incapacitated Persons	70
Other Offenses	80
Arrest on Warrant	16
Total Part One and Two Incidents	2,518

SERVICE INCIDENTS

Suspicious-car-person-Incidents	349
Domestic Problems	59
Burglar Alarms	273
Miscellaneous Traffic	681
Hazard	60
Minor Accidents	92
Dog Complaints	57
Bike Complaint	2
Summons Served	46
Equipment Tags	18

House Checks	74
Business Checks	126
Hunter Complaints	7
Lockouts	99
Escorts	77
Medical Assists	3
Noise	81
Civil	31
Service to Homeowner	55
Assists to Other Departments	732
Transportation	315
Message Delivered	150
Assists to Motorist	208
Disabled Motor Vehicles	268
Reassurance Program	140
Miscellaneous	177
Total Service Incidents	4,180
 GRAND TOTAL	 6,698

PROSECUTIONS 1983

Aggravated Assault	4
Burglary	6
Larceny	12
Operating to Endanger	12
Assault-Other	5
Vandalism	8
Narcotic Law Violations	26
Operating Under the Influence	50
Speeding	1,002
Red Light/Stop Sign Violation	143
All Other Traffic	323
Liquor Laws	9
All Other Offenses (except traffic)	26
Total Prosecutions	1,626
No Complaint	35
Guilty	1,085
Not Guilty	6
Default	267
Dismissed	24
Continued without Finding	28
Cases Pending	181
Total	1,626

BREAKDOWN OF 145 MAJOR ACCIDENTS

Fatal Accidents	3
Non-Fatal Injury Accidents	50
Property Damage Only Accidents	82
Injuries - Persons	82
Injuries - Fatal	3
Vehicles Involved	250
Eastham Operators	70
Non-Residents Operators	178
Sunday	16
Monday	17
Tuesday	23
Wednesday	15
Thursday	25
Friday	22
Saturday	27
Total	145
12 A.M. to 6 A.M.	16
6 A.M. to 12 P.M.	39
12 P.M. to 6 A.M.	55
6 P.M. to 12 A.M.	35

Respectfully submitted,

Jerry J. Emond
Chief of Police

Report of the Fire Department

To the Board of Selectmen:
Town of Eastham

The Following is a Summary of the Activity of the Fire Department and its Emergency Medical Services.

Medical:	
Immediately Life Threatening	32
Potentially Life or Limb Threatening	220
Sick or Injured not Life/Limb Threatening	580

Mutual Aid Rendered to Other Departments:

Town of Provincetown	4
Town of Orleans	3
Town of Wellfleet	1
Total Medical Calls	840

Mutual Aid Requested from other Departments:

Town of Wellfleet	1
Town of Orleans	4

Blood Pressures Taken	187
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Fire:

Mutual Aid Rendered	4
Service Call/Details	35
Arson Investigations	1
MVA Extrication	59
Assistance Rendered	2
Automatic Fire Alarms	78
Building/Structure Fires	26
Vehicle Fires	11
Trash/Dumpsters	2
Wires Down/Arcing	3
Chimney Fires	9
Wash Downs	1
Brush/Grass	15
False Alarms	4
Gasoline/Oil Spill(no ignition)	12
Gasoline/Oil Spill(with ignition)	0
Unauthorized Burning.	10
Water/Ice Resuce	4
Smoke Invesigation	15
Forcible entry	0
Explosion	0
Propane Gas Leak	1
Emergency Aircraft Landing	1
Oil Burner Malfunction	8
Total Fire Responses	301

Injuries on the Fire Ground:

Civilians	1
Firefighters	0
Total	1

FIRE PREVENTION/INSPECTION REPORT

Permits Issued:

Oil Burner	
Residential	89
Commercial	11
Fire Alarm	
Residential	195
Commercial	20
Re-Sale of Houses	123
Wood/Coal Stoves	63
Remove/Install Fuel Storage over 1,000 Gallons	5
Storage of Explosives	4
Copy Fire/Rescue Reports	7
Open Burning Permits	757
Total Permits Issued	1,274

Inspections Performed:

Oil Burner	69
Oil Burner (Reinspection)	9

Fire Alarm Systems:

Residential	119
Commercial	21
Re-Sale Houses	130
Reinspection of Fire Alarms	44
Wood/Coal Stoves	52
Reinspection Wood/Coal Stoves	20
Remove/Install Fuel Storage over 1,000 Gallons	5
Fuel Truck	1
Place of Assembly	30
Service Stations	7
Innkeepers	6
Restaurants	14
Boarding, Lodging Houses, Motels	12
Business/Commercial	39
Inspection after Fire Loss	37
Courtesy Inspections	22
Investigations of Violations	39
Fire Prevention Talks	17
Total Inspections	693

In 1983 demands for medical services to our community continue to be constant, although fire related incidents have risen.

The Department welcomed Geln Olson as our newest firefighter/paramedic. Firefighter Olson replaces Albert Johnson. Firefighter Olson has been a member of our call force for five years prior to his fulltime hiring.

With the completion of the Route #6 widening project, three individuals have lost their lives in highway related accidents. These statistics are up from the previous years. Whether this is directly related to the widening of the highway is yet to be determined.

Although the rescue needs have plateaued, fire calls and inspections have increased dramatically.

Maintaining our equipment in light of the proposition 2 ½ cutbacks is becoming a critical budget issue. But, beyond a budget issue it is becoming an issue of supply and demand. Bare necessities are being provided in current budgeting which does not address the rise in costs of supplying and maintaining the rescue and fire needs.

Our Call Force, (Fire & Rescue) continues to be the back bone of this Department. Recent regulations from the office of Emergency Medical Services, in Boston, have made it tremendously difficult for them to maintain their EMT and Paramedic Standings. The demands on their personal time is becoming more invasive. They are being asked to maintain the same educational status as the full time personnel. Obviously the dedication these people have for their community has to be a factor in their decisions to continue at such odds.

We are looking forward to 1984 with a degree of optimism.

Respectfully submitted,

Jack Austin
Chief of the Department

Report of the Natural Resources Department

The reality of a poor scallop season following an excellent year was tempered somewhat by the abundance in our neighbor's waters. Some seed is present in Town Cove, and we may expect at least a few scallops next year. The quahog population continues to improve with the assistance of aquacultural methods, and a commercially viable quantity is available in Nauset Marsh. Most commercial shellfishing this year was focused on blue mussels which attracted much attention and increased prices to the fishermen. Good setting was observed late in the summer, and it is hoped that these will continue to grow well.

New regulations concerning the issuance of commercial shellfishing permits went into effect this year. While a person need not be domiciled for six months in town as before, the time during which a permit may be issued is limited to several months.

Shellfish permits were issued as follows:

A total of 1,841 permits were issued: 53% to residents and taxpayers; 31% to tenants or families renting in Eastham; 2% were issued to non-tenants; 3% were issued to commercial fishermen; 11% were issued free to residents over 65 years of age.

We anticipated putting shellfish permit statistics on the new computer to provide better analysis and checking.

Meteorological events of record proportions increased the groundwater levels in the spring to extreme levels, with many ponds expanding their boundaries. Herring were the chief beneficiary of this, as a successful run was recorded in both brooks. The summer was as dry as the spring and fall was wet, and the juvenile fish waited until the ponds filled again before returning to the sea. A relay of oysters from mildly contaminated water in the Taunton River was applied for and lost in state bureaucracy this summer, resulting in the absence of Oyster Sunday. However, fortunate (for Eastham) overstock of juvenile oysters at a hatchery in Maine together with our own hatchery success resulted in a large number of healthy oysters growing for next year. We hope this will be able to continue.

During the winter months, the industrial arts students at Nauset Regional High School under the direction of Ken Collins transformed a tired old patrol boat into a first class vessel. Additionally, students at Cape Cod Regional Tech. refurbished an engine, and together we have a vessel appropriate for our work in Cape Cod Bay.

Our thanks to these people and all the others who assisted us during the past year.

Respectfully submitted,

Henry Lind
NATURAL RESOURCES OFFICER

Report of Department of Veterans' Services

To the Honorable Board of Selectmen
and Citizens of the Town of Eastham:

In January of 1984, all veterans receiving pensions will have received a 3.5% increase in their monthly check.

We have obtained several new toll free numbers useful to our veterans that have been put into service this past year. Current information may be obtained by utilizing these numbers.

Any veteran who participated in Nuclear testing or who served in the occupation of Hiroshima or Nagasaki Japan between September 11th, 1945 and July 1, 1946, will be provided a physical examination on request. This now is the same as existed originally on Agent Orange exposure. You may call Toll free #1-800-322-0230.

We have served many veterans and dependents of deceased veterans through Veterans' Benefits under Chapter 115 of the General Laws of Massachusetts and helped them with any entitlements legally due them this past year.

Located at the Harwich Town Hall on Rte. 39, Harwich Center, we may be reached by telephoning #432-1083. It is advisable that you call for an appointment if possible, before coming in, so you may be taken care of promptly. We also serve the Towns of Harwich and Wellfleet.

Respectfully submitted,

Mary L. Rooney
VETERANS AGENT

Report of the Building Inspector

To the Board of Selectmen:

The books for 1983 show a great increase in building:

- 385 Building Permits (147 New Residences over a 50% increase)
- 215 Cesspool Permits (a 42% increase)
- 6 Buildings Condemned
- 6 Stop-Work Orders
- 1 Chimney Condemned
- 1 Obnoxious Pet Removed

The income for permits:	\$14,658	from Building Permits
	<u>3,650</u>	from Cesspool Permits
	\$18,308	Total —up 34%

The total estimated increased assessments - \$9,375,030. This includes 219 new non-residential buildings, an increase of 300%.

With the increase in building and the decrease of help from 19 hours per week to only 7 hours, this department is prevented from serving the taxpayers in an efficient manner.

Respectfully submitted,

John H. Alexander
INSPECTOR OF BUILDINGS
HEALTH AGENT
ZONING COMMISSIONER

Report of the Archives Committee

During the summer of 1983 the members of the Archives Committee again assisted the Town Clerk by being present three days a week to assist visitors to the Town Hall interested in genealogical research. We also have answered inquiries made by telephone and mail. We had original records of the Town conserved and books rebound in order that these invaluable records might be available for future generations. There still remain records of historical value that require cataloging and preservation to which end we intend to work in 1984.

Respectfully submitted,

Abner K. Pratt 2nd, Chairman
Aline VanHouten
Charlotte Galli
ARCHIVES COMMITTEE

Report of the Plumbing Inspector

In 1983 we issued 228 plumbing permits, collected \$7,264.00 and have made 365 inspections.

Three mornings each week, except in January, February and March when the office is open two mornings per week, we have been available at the Town Hall to issue permits and answer questions pertaining to the State Plumbing Code.

Respectfully submitted,

Grafton H. Meads
PLUMBING INSPECTOR

George Ryan
ASSISTANT PLUMBING INSPECTOR

Eastham Council on Aging

The Eastham Council on Aging, representing all persons 59 and over who reside in Eastham, was unanimously voted into existence as a Town agency at the 1974 town meeting. The Council has on its Board of Directors ten Eastham men and women who are appointed to this unpaid position by the Selectmen for three years and are the backbone of this organization.

The daily activities of the Council on Aging office in the basement of Town Hall are under the superb supervision of Sandy Szedlak, Director, and Gurlie Velandar, Clerk, Cecille Carpenter, Community Liaison and Outreach, and Vera Matousek, Senior Aide.

Supporting the work of the Council stands the Friends of the Council on Aging. The Friends give counsel and financial support to the programs of the Council on Aging, and have acquired approximately \$65,000 in gifts, memorials, and pledges toward a Senior Center to be erected on Nauset Road.

When a grant from the Massachusetts Department of Elder Affairs ran out early in January 1983, the work of Cecille Carpenter was continued through a grant from the Timothy Smith Fund until the Town Meeting established and funded the position of Community Liaison. This vital work services seniors who are housebound or unable to negotiate stairs to Council offices in the basement in Town Hall.

The Council makes our Seniors aware of its work through "Windmill Whisperings", a newsletter published eight times during the year and which is financed in part by contributions from Eastham business groups. The programs and activities are publicized through the newsletter and through the local media.

A following list of activities and services, all made possible by countless hours of time offered by the many volunteers whom we wish to thank through this report, is appended below.

Type of Service	Number of People Served
Blood pressure Clinics	1098
Congregate Meal site	3181
Meals on Wheels (Total Served)	3063
Flu Shot Clinic	187
New Vial of Life Participants	61

New ID Cards Provided	81
Arts and Crafts Programs	662
Assistance on Filing Claims	615
General Information Questions	1606
Drop-Ins	1736
Counseling (In conjunction with Family and Children's Services)	20
Recreation - Active	1091
Recreation - Sedentary	573
Legal Assistance (Elder Law Project)	124
Home Visits - Outreach	144
Social Security Information	7
Advocacy	16
Employment Referrals	21
Income Tax Assistance	80
COD Program(Companionship Over Night and Day)	33
Fuel Assistance Application	106
Volunteer opportunities	123
Newsletter sent to those over 59 (8 issues during this period)	8000
Open House	102
Financial Counseling	28

Respectfully submitted,

Eugene P. Gieringer, Chairman
Sandy Szedlak, Director
Janet Judd, Secretary
Francine Kreisberg
Joan Lee
Earle Mountain
Joseph Navas

Lois Powers, Vice-Chairman
Jean Progner (resigned)
Ardeth Sander
Fay Shook, Liaison
Head Start
Rev. James Swartz, Honorary

Report of the Cape Cod Planning and Economic Development Commison

To the Citizens of Eastham:

A report from the C.C.P.E.D.C. is on file with the Town Clerk and available for your perusal should you wish to read this seven page document on projects and finances for 1983.

BOARD OF SELECTMEN

Report of Insurance in Force on Town Property

Town Hall	\$	425,000
Contents		28,000
Elementary School		750,000
Contents		100,000
Public Library		60,000
Contents		75,000
Fire Station		130,000
Contents		28,000
Old Windmill		46,000
Highway Garage		50,000
Contents		10,500
Fire Alarm Tower		63,000
Tractor Shed		3,000
Contents		2,500
Police Station		45,000
Contents		30,000
Information Booth		25,000
Contents		1,000
Comfort Stations (3) at \$15,000 each		45,000
		<hr/> 1,916,500

Report of the Finance Committee

During the past year, the Finance Committee has met on the third Thursday of each month to transact routine business before it and to be available to any town department or citizen who might have questions.

Beginning in February, the Committee met twice weekly through April to review budgets and articles and make its recommendations for the Annual Town Meeting. Anticipating a possible override of "Proposition 2½, the Committee felt it necessary to formulate two sets of recommendations which required significant additional meeting time.

In October, the Committee again met for several additional meetings to consider the Articles and prepare recommendations for the Special Town Meeting in November.

The Finance Committee continues to work closely with Departments Heads and the Selectmen, keeping communications open. We consider this essential with our financial restraints growing more difficult each year. We have made two appointments to the Economic Development Study Committee and have a liaison member on that committee.

The Finance Committee would like to take this opportunity to thank all Departments, Town Officials and Employees of the Town of Eastham for their continued understanding and cooperation in the preparation of the budget.

As Chairman, I wish to thank every member of the Finance Committee for the loyal attendance at meetings and the many hours of work devoted to the Town of Eastham.

Respectfully submitted,

Prudence A. Kerry, Chairman
William Vautrinot, Vice - Chairman
Ellen Anderson Covell, Secretary
Benjamin Bartolini
Stanley Burton

Lawrence Dettenborn
Ann Fowler
Robert Lunt
George Sykes

Report of the Zoning Board of Appeals

To: Honorable Board of Selectmen

The activity of the Zoning Board of Appeals is reflected in the list of Public Hearings held during 1983.

- | | |
|---|-------------------------------|
| 1. Edward J. and Anne M. Wall | Denied |
| 2. William F. Reade, Jr. &
M. Joanne Reade
d/b/a Eagle Wing Motel | Withdraw without
prejudice |
| 3. Norman F. and Virginia DeLa Chapelle
d/b/a Whalewalk Inn | Withdraw without
prejudice |
| 4. Nauset Sports, Inc. | Granted |
| 5. Carl Scott | Denied |
| 6. Vern Hatt | Granted |
| 7. Karl J. and Janet E. Splan | Granted |
| 8. Collis D. Peters
d/b/a Peters Real Estate | Granted |
| 9. O. E. Nault | Withdraw without
Prejudice |
| 10. E. George Hakula | Denied |
| 11. O. E. Nault | No Quorum Present |
| 12. Richard J. Quigley
d/b/a Quigley Co. | No Quorum
Present |
| 13. O. E. Nault | Granted |

- | | | |
|-----|---|-------------------------------|
| 14. | Richard J. Quigley
d/b/a Quigley Co. | Granted |
| 15. | Carl Nyman | Hearing postponed |
| 16. | Reverends Humbert M. Oliveira and
Robert E. Mulvee | Withdraw without
prejudice |
| 17. | Joseph M. Bonin & Dorothy Bonin | Granted |
| 18. | Howard N. Walker, Charles H. Hollis and
Meredith A. Hollis | Granted |
| 19. | Don Milbier, Jr. | Granted |
| 20. | Joseph A. & Norman J. Poitras
d/b/a Poit's Family Restaurant | Granted |

The following Personnel changes occurred this year:

Deceased:	Colonel Clarence P. Ehrhardt, Chairman
Resigned:	John Curtiss, Vice Chairman
	Arthur Stewart
	Robert Holmes
	Jeff Havlick
	Joseph Gargolinski
	Patricia Allen - Clerk

Added to the Board:

Alvin H. Behrer, Jr. - Chairman
Al Perparian, Vice Chairman

Mary Van Ryswood
Suzanne Goodrich
Joan Willoughby Clerk-Member
E. W. Nulton-Alternate

Respectfully submitted,

Alvin H. Behrer, Jr.
Chairman

Report of the Planning Board

To the Voters of the Town of Eastham:

This year the Board held 19 special meeting to continue work on proposed zoning amendments commenced in 1982. Our work will continue in, and hopefully be concluded in 1984. After receiving a transfer of \$3,000.00 at the Special Town Meeting in November, the Board engaged the services of Attorney James Wilson to provide professional expertise in the codification of proposed zoning map and summary tabulation of proposed zones and permitted uses therein. In July the Board attended the Non-Resident Taxpayers meeting to present an informal description of proposed zoning work up to that time.

The regular meetings each month resulted in four hearings for subdivisions creating 52 new lots. In addition, we signed 21 "Approval Not Required" plans creating another 48 lots.

In other activity, the Board granted partial release from covenant for lots in several subdivisions under construction. This has been a customary procedure for up to 33% of the lots until the particular subdivision is completed. Also, the Board discussed and gave opinions on such matters as new fences along Route 6, building on substandard lots, enforcement of the sign code and portions of the town to be rated in areas of critical environmental concern. The Board reviewed the new map prepared for the Federal Flood Insurance Program and made several recommendations for changes thereto prior to final acceptance. In November a joint meeting was held with Planning Boards and Selectmen of outer cape towns to discuss areas of mutual concern. The success of that meeting has led to the scheduling of a similar in early 1984, but including all lower cape towns.

Respectfully submitted,

Richard H. Nickerson, Chairman
Frank Schuman
Charles N. Deane, Clerk
Susan B. Horton
Nathan A. Nickerson III

Town Clerk's Report - Census

This will be our fifth year of mailing census forms to our residents. We have found that you have become very educated in this method which can be done in the privacy of your home when you have the time convenient to you to certify it as to correct information. You have made all the proper corrections and were kind enough to return any which did not belong to you making it much easier for us to correct.

We mailed approximately 1520 census forms this year.

We recorded	3551	Residents
	2503	Registered voters
	327	Democrats
	649	Republicans
	1527	Independents

We have 850 children from ages 0-21.

Over 60 Residents total 1182 -	537 of which are male
	645 of which are female.

Any resident who is not able to come into Town Hall to register to vote or to vote may call the Town Clerk's office and someone will be sent to your home to assist you.

Our thanks to all of you again for being so prompt in mailing the census back to us. The majority of the census was received very promptly and as a result we will not have many delinquents to persue this year. Thanks again, we greatly appreciate your effort.

LILLIAN LAMPERTI
TOWN CLERK
BOARD OF REGISTRARS

Report of the Personnel Board

To the Residents of Eastham and the Board of Selectmen:

The Personnel Board has met regularly, and on special occasions as required, to respond to the needs of the employees and the town.

The changes adopted by the 1983 Annual Meeting have significantly improved the Personnel By-Law, and has improved its administration. We appreciate this vote of confidence and will continue to make every effort to merit your support.

We recognize the need to conduct a complete re-evaluation of the job classifications in order to remedy existing inequities which we currently address on an individual basis as the requirement arises. This is not a satisfactory response but is dictated by the financial restraints currently in effect.

Perhaps the most useful aspect of our work is as a vehicle for improved communications between the employees, administrators and residents. In this regard it is important to note that the Personnel Board is always open to suggestions, recommendations, questions or complaints from Personnel under jurisdiction.

Respectfully submitted,

David Humphrey, Chairman
Frederick Coe
Joseph Rafalowski
Joseph Gosselin
Craig Kreisberg
PERSONNEL BOARD

Report of the Dog Officers

To the Board of Selectmen:

Total calls received	508
Complaints of stray dogs	313
Complaints of property damage	46
Complaints of livestock damage	21
Complaints of vicious dogs	36
Complaints of personal injury by dogs	15
Complaints of cruelty to dogs	10
Complaints of barking dogs	17
Reports of injured dogs	14
Dogs transported to Veterinary Hospitals	3
Dogs transported to Animal Rescue League,	6
Total complaints issued at Second District Court	88
Control law violations	81
Beach by-law violations	7
Warnings issued	51
Court appearances	23
Penalties returned to the Town by Second District Court (this does not include monies returned to the Town by Dog License fees)	\$800.00
Total assists to the Eastham Police Department	36
Assists to Eastham Police Department outside of regular hours	12
Unclaimed dogs	4
Dogs placed in new homes	2
Dogs transported to Animal Rescue League. Brewster	2

We express our gratitude for the help and cooperation of the Eastham Police Department, Nauset Kennel, Eastham Veterinary Hospital, and Pleasant Bay Veterinary Hospital.

Respectfully submitted,

Phillip P. Suchecki
Judith Suchecki

Report of the Inspectors of Animals

To the Board of Selectmen:

- | | | |
|-----|---|----|
| I. | The following is a summary of the annual inspection of livestock: | |
| | Barns inspected | 14 |
| | Livestock Count: | |
| | Horses | 12 |
| | Ponies | 6 |
| | Goats | 1 |
| | Sheep | 3 |
| | Swine | 1 |
| II. | Dog Bites Reported and Investigated | 5 |
| | Quarantines Issued and Released | 5 |

Respectfully submitted

Phillip P. Suchecki
Judith Suchecki
INSPECTOR OF ANIMALS

Report of the Gas Inspector

To the Board of Selectmen:

During the year of 1983 I issued 41 permits and was required to make 4 inspections.

Respectfully submitted,

George F. Ryan
GAS INSPECTOR

Report of the Highway Surveyors

The advent of proposition "2½" has had a devastating affect on the Highway rebuilding program of the Town of Eastham. We must find a way to alleviate this problem if we are going to save our primary and secondary roads.

From 1980 we have put money aside to be used in conjunction with State Aided Road Funds. Last year we had to rescind \$25,000 from this \$104,000. In order to return this \$25,000 and use the \$104,000 we must raise \$59,927. This figure represents Eastham's 25% share of State funds, for money to be used on roads.

We have been able to continue our maintenance programs and our drainage program. Each year has seen more catch basins installed to assist our safety program. We still have certain areas in town, one bad spot in particular, we must address.

We are pleased with the results of the work of the Highway Maintenance crew's work. Last year they converted an old second hand vehicle to plow snow and sand, this year we transferred the old fire truck, and they converted it to plow snow and sand. This has saved the town money, because, we only hire extra help to drive, we no longer need to hire trucks at \$42.00 an hour.

At the Annual Town Meeting we transferred operation of the Sanitary Landfill to the Maintenance Department and at the November Special Town Meeting we created a Superintendent and Deputy Superintendent of Public Works. This department is growing, and is performing a great service to this town. It now ranks among all the rest in importance to the safety and well-being for the citizens of this town, and we are proud of the crew that does the work.

Respectfully submitted,

Howard W. Quinn, Chairman
Rudolph E. Zannoni
Wallace Ruckert
HIGHWAY SURVEYORS

Report of the Information Booth

The Information Booth once again had a successful season and was a very active place all summer. Each year our number of visitors increases for all types of information. For example in the year of 1967 our booth had 11,715 visitors in a total of 107 days of operation. In 1983 we served 31,469 visitors in a total of 105 days of operation. We have a hard working staff who is dedicated to their tasks. We would like to remind all Eastham citizens with brochures, rentals, or other descriptive material of their services to please bring a supply to the booth so we can properly serve you.

Respectfully submitted,
Frank Schuman, Chairman
Milton Brown, Vice Chairman
Cornelia Terhune
Marcia Nickerson
Elsie Bengston

INFORMATION BOOTH OPERATING COMMITTEE

Report of the Handbook Committee

To the Board of Selectmen:

The Eastham Vacationist Handbook Committee wishes to report during the past year over 25,000 booklets and 10,000 Town maps were distributed by our Information Booth, Town Hall, and various advertisers. It is hoped that these booklets and maps have been both informative and instructive to our residents and visitors.

The 1983 issue represented the 29th consecutive year that the Handbook has been published.

Respectfully submitted,
Frank Szedlak
Warren Kerry
John Knight
Sieglinde Gilmore
HANDBOOK COMMITTEE

Eastham Conservation Commission

To the Board of Selectmen:

Dedicated volunteer commissioners gave over 1000 hours of service to the town in 1983. They held hearings for 60 applicants who proposed work in or near wetlands. They also made an average of eight on-site inspections per month, viewing each location where work was proposed or had been completed. Additionally, each commissioner attended at least one out-of-town educational seminar to increase personal knowledge of issues involved in administering wetlands. Every Eastham hearing by other boards where wetlands questions would be raised was attended by at least one commissioner. One commissioner attended a course at Cape Cod Community College on Water Quality. Commissioners are participating in the formation of a regional division of the Massachusetts Association of Conservation Commissions, are up-dating the Eastham Open Space plan, and they have completed rules and regulations for use of conservation land.

Both resident and non-resident taxpayers took advantage of the tree seedling distribution in April. By Town Meeting vote this program will not be available in 1984.

Several generous families donated land for conservation purposes. We sincerely appreciate and encourage such gifts.

We thank all who have supported us in the past year.

Respectfully submitted,

Catherine Barton, Chairman

Howard Carpenter

Richard Marvin

Charles Mixter, M.D.

Joseph Moran

Carol Snowdon

Howard Progner

CONSERVATION COMMISSION

Report of the Library Trustee's and Librarian

The Trustees and the Librarian gratefully acknowledge the generous support of the Town and our visitors. We have been able to continue a program of which the Town may be proud and which our patrons may enjoy. We should like to do more but our resources are limited in a time when municipal support is restricted.

Private gifts and support from many citizens and patrons are so numerous they cannot all be listed for lack of space. The Eastham Non-Resident Taxpayers Association has installed a much needed bicycle rack. The Friends of the Eastham Public Library have bought a copy machine that is now installed in the Library. Several individuals have made significant donations to our genealogical and historical collection that is one of the best on the Outer Cape. The Trustees procured new shelving using the resources of the Billings Fund, in the effort to make maximum use of the available space. We look forward to the organization and work of the Building Needs Committee.

The mild 1982-1983 winter left us funds available to pain the front of the building and the shutters. Then in true operation of Murphy's Law, the pump failed and it was necessary to go to the Finance Committee for a transfer. The Trustees are concerned that the current appropriation does not permit a continuing program to repair and maintain the library building. Thus small matters become larger.

We acknowledge the skill and enthusiasm of the Library staff and volunteers who make the Library a center for our patrons young and old. In an effort to make the Library available to all the public we have endeavored to adjust our winter and summer hours within our available resources.

Respectfully submitted,

Abner K. Pratt 2nd, Chairman

Winifred Franklin, Trustee

Beth Bishop, Trustee

Jane A. Eldridge, Librarian

LIBRARY TRUSTEES AND LIBRARIAN

Report of the Beach Sticker Committee

There was an increase in usage of all town-owned beaches this year over last year. The tally of cars using our parking lots showed an increase from 37,500 to 41,200. The weather this year was hot.

Again, the lack of parking at the Ocean beaches continues to be as restricted as in previous years, and Eastham Taxpayers Stickers are still being honored by the National Seashore Park for alternate access and parking. We have opened discussion with the park for exchange of land so they may start their plans in motion at Nauset Light Beach for parking for 155 cars and 2 buses.

First Encounter Beach continues to be our most active beach area followed by Wiley Park and Camp Ground, then Cooks Brook, South Sunken Meadow, Great pond and Hemmingway.

This year saw the Information Booth employees come under the funding of this program. It is heartening to be able to continue this very vital program, not only for our visitors who are here for a week or more, but for those who need help finding other areas.

Once again, we wish to thank all our personnel in this department for their help. Our beach checker people, and the people in the Information Booth are our front line of greeters to our visitors, and the maintenance crew are the unseen and unsung heros.

Finally, we again remind taxpayers it is not necessary to replace your sticker unless you replace your current vehicle.

Respectfully Submitted,

Howard W. Quinn, Chairman
Rudolph E. Zannoni
Wallace Ruckert
BOARD OF SELECTMEN

Report of the Eastham Non-Resident Taxpayers Association

The Eastham Non-Resident Taxpayers Association, Inc., (ENRTA) is a non-profit corporation organized for the purpose of working toward the betterment of the Town of Eastham by co-operating with Town officials and other citizen groups. All Eastham non-resident property owners and thus taxpayers are eligible for membership. In 1983 approximately half of the non-resident property owners are members. Residents of other areas in Massachusetts are by far the largest group of members though half of the other states are represented as are most of the Canadian Provinces.

This group has provided a large portion of direct and indirect financial support to the town so one of the objectives of this organization is to present the desires and opinions of the group to the town officials, commissions and civic groups in an organized manner. In return, the town Selectmen and other officials have given us audience, information and have reacted favorably to our interests when circumstances permitted.

The Selectmen and other town officials have been very co-operative and generous with their time to attend the Association's regular meetings, listen to and answer questions from any Association member.

During 1983, the Association members participated in a beach clean up project, worked with the Conservation Commission and the Council on Aging including their building fund among other endeavors.

The Association appreciates the willingness of the Selectmen, Department heads, Police and Fire Departments personnel for the co-operation and courtesy given to the non-resident taxpayers. In addition, several of them gave time and effort above and beyond that required by their town positions for the advancement of our organization during 1983.

In 1984, the Association's regular meetings will be held at the Town Hall at 8:00 P.M. on July 7 and August 25.

Officers for 1983/84 are:

James T. MacKenzie, President
Joseph Oneschuk, Vice President
Eleanor M. Chace, Secretary
O. Mason(Sam) Burrows, Treasurer

Report of the Eastham Elementary School Committee

Under the leadership of Superintendent Michael Mackin and Eastham Principal Daniel Shay improvement in instruction and curriculum has continued to be emphasized. The Eastham School Committee heartily supports the teacher in-service workshops, curriculum study committees and efforts to improve evaluation. All are utilized for the betterment of the education of Eastham Elementary School students.

The committee also wishes to acknowledge the dedication and diligence of the Parents Group which is highly supportive of the school and its children and staff.

Respectfully submitted,

Marcia C. Nickerson, Chairman
Carolyn Ambroult
Christine Austin
John Butler
Edward Murphy
ELEMENTARY SCHOOL COMMITTEE

Report of the School Principal Eastham Elementary School

As Principal of the Eastham Elementary School, I am proud to highlight the school activities of the 1983 school year.

There are many factors which assist our school to be an excellent one.

We had new staff join us: Mr. Paul Donahue, Head Custodian; Mrs. Emily Foster, Chapter I Tutor; Miss Jill Kiraly, Resource Room Aide; Mrs. Deborah Hagen, School Nurse; and, Mrs. Karen O'Connor returned to teach Grade 2. Our thanks and best wishes go to staff members who moved on: Mrs. Jean Ward, Grade 2; Mrs. Stasia Crouteau, Chapter I; and, Mrs. Jane Bove, School Nurse.

Various aspects of the school curriculum were reviewed in the areas of: Report cards for grades 1-4; Computers were introduced in the classrooms for grades 1-4; and, new English texts were adopted in the fourth grades. Our teachers were able to take advantage of inservice courses sponsored in the school district for mathematics, computers, and the gifted and talented.

The building maintenance program has born fruit as the major component parts of the building have worked very well this past year.

No school would be successful without a supportive parents group, and our's is exceptional! The Eastham Parents Group is co-chaired by Mrs. Cass Kimtis and Mrs. Jeannette Sandblom. The group's fund raising efforts resulted in donations to the school amounting to over \$2,300. This money purchased science models, a basketball stand, microscopes, and science filmstrips. The float for Windmill Weekend, sponsored by the parents group, won the trophy for "Most Original."

Our building continues to be a community resource and is used at various times by the Scouting programs, Nauset Adult Education, and adult and recreational basketball teams.

I wish to thank the school staff, the parents group, the administration, the personnel at the Town Hall, our school committee, and the community-at-large for all you contribute to the excellence of our school.

Respectfully submitted,

Daniel E. Shay
PRINCIPAL

Report of the Superintendent of Schools

In this my second year as superintendent of schools, I would like to begin my report by thanking the many citizens of Eastham for their continued support of education. Without such support our schools could not continue to provide a quality education for all students.

We have set numerous goals for our schools this year and I take this opportunity to highlight them for you:

1. Staff Evaluation - Our goal is to continue to improve both our supervisory practices and our evaluation procedures. The desired outcome of this is improved instruction and I am very pleased with the progress we are making.

2. Staffing Review - In our school budgets, wages represent our single greatest cost and it is imperative that we periodically review our staffing needs. For next year I am making recommendations to add staff where necessary, to delete staff where possible, and to redeploy staff where needed. I believe we are making excellent use of our staff.

3. Curricular Review - I continue to emphasize that every teacher is a teacher of English. We stress correct grammar and proper spelling in all classes. I ask for your help in setting a similar standard at home. Education is a partnership and we must work together.

4. In-Service Training-The Majority of our teachers will remain with us for many years. It is imperative that we provide in-service training so as to help them continue a high level of instruction. This year many of our teachers are receiving intensive training in math and other areas, and I am confident that our instructional effectiveness is continuing to increase.

5. Business Procedures - Our school system represents one of the largest businesses in the area and we must run it efficiently and in a cost-effective manner. Like any business we carry considerable insurance of many types, and this year we hope to place such coverage out to competitive bidding. This will hopefully cap costs in this important but expensive area.

6. Special Study Committees - I have instructed several special study committees this year to address such issues as study skills among students, homework, a review of our Middle School structure, and eligibility for participation in interscholastic sports. I invite your input in any of these areas and would like to hear your thoughts on such matters.

7. Communications - I work very hard at fostering open communications on many fronts. Our schools belong to you and you have a right to know how we are doing. I often speak to community groups and I try to maintain an open door to all citizens of the district.

If you have any suggestions, ideas, or criticisms, please contact me to share your views.

Let me close by again thanking you for your support of education. We are working very hard to be worthy of your confidence.

Respectfully submitted,

Michael J. Mackin
SUPERINTENDENT OF SCHOOLS

Report of the Cape Cod Regional Technical High School District

The opening of the school year in September marked the beginning of our ninth year at Cape Cod Tech. During the year, several educationally important events took place. Our Construction Cluster completed the Nauset School Administration Building in Orleans, culminating eighteen months' work by the six shops. This provided over two hundred students the opportunity to gain on-the-job experience from their participation. A new House-A-Year Program was developed for the school year, 1983-84, and construction on a two-story, seven-room house overlooking the ocean on Earle Road in West Harwich was begun. The new Press Box for the Dennis-Yarmouth football field was started. Since this is principally of block construction, the Masonry Shop has the primary responsibility of erecting this 11' x 40' x 27' building with other shops also contributing to its construction. Briana Lopes, a Senior in the Carpentry Shop brought honors to herself and her shop by winning third place in the 1983 National Stanley Tools Furniture Competition, with her construction of an eight-foot mahogany Queen Anne highboy.

Honors also went to the Auto Mechanics Shop in the Transportation Cluster. This shop has been chosen to be the pilot program for the entire State in the Competency-based program. The Auto Body Shop and the Marine Mechanics Shop combined their efforts in a unique project in the rebuilding and readjusting of a 1974 Audi to become the first "drunken car" used in connection with Project BASE (Brookline Alcohol Safety Education). The car is readjusted to simulate the delayed reactions of intoxicated drivers in the brakes and steering. During the past two years, ten members of the staff have participated in a series of workshops and training sessions on alcohol information and curriculum infusion strategies. The purpose of the program is to improve teenagers' attitudes toward drinking and driving. In the Service Cluster, students continue to gain clinical experience through the school's association and cooperation with Cape Cod Hospital and various area nursing homes and nursery schools. The Fashion Design Department has expanded its program to include Interior Design, where the students learn the fundamentals of drapery and slip cover construction and upholstery.

Commencement exercises were held on May 29th, with 136 students graduating. The two speakers were selected from recent graduates who were very successful in their trades, in order to inspire our young graduates to emulate their achievements.

In June, 1983, the Guidance Department completed a comprehensive follow-up study of the graduating classes of 1978-83. Results showed that an average of 94.6% of all graduates for the past five years are satisfactorily placed in full-time jobs, the military or college.

The Crusader Parent-Teacher Association has been very active in soliciting scholarship assistance for our graduates this year.

We welcome opportunities to assist the citizens of our member towns in any way we are able. Please visit us or call the school (432-4500, 771-2600).

Respectfully submitted,

James H,Quirk,Chairman
CAPE COD REGIONAL TECHNICAL HIGH SCHOOL
DISTRICT COMMITTEE

Annual Report of the Eastham Recreation Program

Swimming Program - Wiley Park

Director-Susan E. Kreider

Instructors - Esther Howard
Karen Strauss
Brian Enright

Classes begin at 9:00 and run until 1:00 Monday thru Friday. Registration is held on Monday, there is a fee charged by the American Red Cross which is collected the day of registration.

Testing is done every two weeks (everyday for beginners I & II) and if a student leaves early a test will be given.

Swim Team is a time for instruction but also for fun.

Registration

Class Name	# of students registered	# of students passed	
Beginners I	59	23	
Beginners II	57	20	
Beginners III	65	14	
Advanced Beginners	65	14	
Intermediates	48	12	
Swimmers	26	4	
Basic Rescue & Water Safety	9 + 9	3	+ 3
Advanced Swimmers	13	2	
Advanced Life Saving	14	2	
Adult Swimming	8	0	
Swim Team	36		

Playground Program-Nauset Regional High School

PLAYGROUND STAFF

Leo Miller - Director
Joanna Stevens - Girls Playground
Mike Donahue - Boys Playground
Leah Newcomb - Asst. Girls Playground
Brian Miller - Asst. Boys Playground
Mark Osgood, - Jr. Leader
Chris Carroll - Jr. Leader and Tennis Instructor

PLAYGROUND ATTENDANCE

Girls	8 & under	9 & 10	11 & Older	Totals
non res.	13	13	10	36
res.	21	20	27	68
Total	34	33	37	104

Total part.200				
Boys	8 & under	9 & 10	11 & Older	Totals
non res.	17	13	17	47
res.	21	14	14	49
Total	38	27	31	96

SPECIAL EVENTS

Bowling	Pepsi Regional Finals
Frisbee/Hoola Hoop Contest	Brewster Fun Day
Eastham Jr.Olympics	Pet show
Pepsi Hot Shot	Miniature Golf
Lower Cape Jr. Olympics	Beach Day
Outdoor Education Clinic	Family Picnic & Awards

ATHLETIC EVENTS

1. Eastham was the host for the Girls Lower Cape Jr. Olympics, the boys participated in Orleans.
2. The Eastham Boys hosted the Orleans boys in a game of soccer. Orleans girls were hosted by the Eastham Girls once during the season.

AWARDS ISSUED

First, second and third place ribbons were given out on Special Event Days for boys and girls in three age groups. For certain events “appropriate” prizes were also given, i.e. a Frisbee was awarded to 1st place winners in the Frizbee Contest, Basketballs and certificates for the Pepsi Hot shot winners.

Trophies were also awarded at the Family Picnic (thanks to the Eastham Fire Dept. for donating the trophies).

	Girls	Boys
Sportsmanship	Heather Woodward	Colin Eitelback Joe Beisegal
Best Athlete	Alyssa Berman	Jamie Coyle
Jr. Leader	Molly Clark	Josh Alexander
Most Improved	Shay Drake	Seth Kautz
Attendance		
Shay Drake	Jamie Clark	Jason Galli
Terance Roche	Teresa Largey	Molly Clark
Colin Burns	Chris McPherson	Jamie Gawrych
Denese Anstedt	Jeremy Clark	Kinson Gawrych
Lynne McLuckie	Allyssa Berman	Josh Alexander
Jamie Coyle	Heather Burns	Tammy Berman
Josh Bassett		

TENNIS

	Boys	Girls
8 & under	Seth Kautz	Jennifer MacPherson
9 & 10	Jeremy Clark	Molly Clark
11 & older	Colin Eitelback	Gillian Drake

ARTS & CRAFTS

Sasha Petroski
Ian Haycox

ARTS & CRAFTS

Arts and crafts were held every Wednesday. All age groups participated.

Sand drawing
tye dying
solar printing
sand candles
beads

LITTLE LEAGUE & PONY LEAGUE

Bob LaBranche - Director

This year 91 boys between the ages of 7 and 15 participated in the baseball program. Many thanks to the following for giving of their time to coach. Mike Bove, Bill Strakele, Carl Nyman, Les Feist, Chuch Hollander-Essig and Matt Abbott.

SOCCER PROGRAM

An Elementary School group of ten youngsters was coached by Eric Bengston. Eight Middle School players were coached by Peter LaBranche. The two teams competed in the Nauset Recreation Soccer League. Home games were played at the High School on Sundays.

GIRLS SOFTBALL PROGRAM

Director-Debbie Clark

One hundred girls signed up for softball this year, which is played from May until September. There were two 11 - 12 year old, two 9 - 10 year old, one 7 - 8 year old and one 13 - 15 year old girls.

Coaches

Maureen Nickerson 11 - 12 and 9 - 10
Lynn Nyman 9 - 10
Coleen Burns and Sue Clark 7 - 8

Bonnie Bartolini, Judy Kostas, Sue Peters and Missy Bizilj were assistant coaches. We wish to thank all for their participation.

GIRLS & BOYS BASKETBALL

Girls director is Don Kuhnert and Boys directors are Jim Packett and Leo Miller. The girls program was on Monday evenings and the boys on Wednesday evenings.

Respectfully submitted,

Mike Bove
Paul Bohannon
Michael O'Connor
Larry Hartung
Betty Erickson

Report of the Harbormaster

To the Board of Selectmen
Town of Eastham, Ma.

Last year was another busy year at Rock Harbor. An unloading float was installed and was used by many boats. It seemed to be very successful.

The bubbler system has saved the town from having to replace any pilings for 1983.

A total of \$8,595.00 was received from 38 rental slips. The Town should be looking toward the expansion of the harbor as there is still great demand for slip rental.

Boating volume continued high on Town Cove with no boating infractions noted. During August, assistance was furnished to the Woods Hole group researching currents of the Cove and the continual shifting of Nauset Harbor. Considerable information was shared by the group with the Town and it is anticipated this will be repeated in the Summer of 1984. Cooperation with the group studying pollution in the Cove was also furnished.

Respectfully submitted,

Charles Miller, HARBORMASTER
Kenelm Collins, ASST. HARBORMASTER

Report of the Wiring Inspector

To the Honorable Board of Selectmen:

In accordance with Section 6 and 7 of the General Laws of Massachusetts submit the following report.

During the fiscal year 1983 the following inspections were made;

Temporary	86
Rough Wiring	243
Service and Meters	266
Occupancy Permits	228
Advisory	17
Fire	11
TOTAL:	871

TOTAL RECEIPTS: \$8,670.00

Respectfully Submitted,

William J. Cook
WIRING INSPECTOR

Report of the Lower Cape Cable T.V. Associates

All of Phase 2, Boat Meadow Creek to the Wellfleet line, and the entire area west of Route 6, has been activated. In the coming weeks, salespeople will be visiting with the residents in these areas to explain the different cable services being offered in town. At that time, the residents will also have the opportunity to subscribe to cable television if they so desire.

Phase 3, which does not have to be completed until late next year, is now under construction, and we intend to have our first subscribers turned on in this area within 6 month.

In addition, with the system turned on all the way to Provincetown, we changed the placement of some of the channels that people in the lower Bridge Road area had been receiving. Such changes include HBO being moved to channel 17 and WXNE(25) being placed on channel 2. As we discussed, we are now able to program movie services in people's homes by using our computer. This allows us the pleasure of not having to send a technician out every time someone wants to change service, I also believe our losses due to theft of service will be reduced dramatically.

Our Wellfleet telephone number is 349-9872. If I can be of any assistance please call.

Respectfully submitted,

Anthony F. Peduto
GENERAL MANAGER

Report of the Wellfleet Home Health Agency

This is the first full year that the Agency has functioned as a three-town Agency. Agency visibility within the communities increased as noted in the number of persons served. (See summary). In fiscal'84, services expanded further with the addition of occupational therapy and medical social work to the already existing services of nursing, physical therapy, speech therapy and home health aide.

Staffing patterns were changed to meet the needs of an increasing caseload. Three nurses assumed the role of community health nurses. One nurse is full time and two nurses are part time. The administrative nurse also shares in some of the direct care responsibilities. Due to increased administrative and supervisory duties, it has been recommended that this position be redefined. Presently, these four nurses rotate evenings, holidays and week-end call.

Two new staff positions were added in a physical therapist and a home health aide. The Agency received a grant for its physical therapy services helping to defray some of the costs for this program.

The school nurse's role as a separate position has enhanced the school health services, particularly in the area of health education. Emphasis on health teaching has centered on nutrition, dental hygiene, grooming, safety and physical, social and emotional development. Mandated screening programs were done in the year so that referrals and corrective action could be taken, thus reducing the risk of a child's educational progress being seriously impeded.

Present staff consists of one administrative nurse, one full time and two part time community health nurses, one full time and one part time school nurse, one full time physical therapist and one full time home health aide. Office personnel consists of two part time secretaries. Personnel under contract include a speech therapist, an occupational therapist, a physical therapist, and a medical social worker. Contracts are maintained with three outside agencies for additional home health aides as needed.

The Agency Advisory Board oversees total agency policies and programs, making recommendations to the selectmen. This board is composed of five representatives of each of the three towns, a selectman and school committee member from each town, a physician, a nurse, representative of the services provided by the agency, consumers, and other professionals as determined by the board.

The Agency's caseload is predominantly elderly with 83% of the persons served 65 years and older. Our main source of reimbursement is Medicare. Reimbursable services constitute 72% of the total agency programs and 28% non-reimbursable. Traditionally the Towns have been noted for the free care they deliver. There will always be patients who will not be able to pay for services and provisions for these charge visits and non-reimbursable programs, it might be advisable to investigate the type of no charge visits and whether a fee scale might not be appropriate.

Quality patient care and the delivery of that care remains our number one goal. However, it is now time to switch the emphasis slightly and evaluate the internal structure of the Agency and how it affects the delivery of care. Some problem areas that have been identified are: staffing patterns, weekend coverage, compensatory time, billing back log, and space needs. Of high priority is the need for office space with alternatives to our present housing situation.

Discussion and decisions on these issues from both a short term and long term perspective and their relationship to total agency function will call for an even greater pulling together of Agency staff, advisory board members and the governing body to meet challenges we face.

Respectfully submitted,

Eileen P. Cabral, R.N., Administrator

David Voymas, Chairman, Advisory Board

Summary of Agency Programs

	Wellfleet	Truro	Eastham	Other	Totals
NURSING VISITS					
Disease Control	639	243	899		1781
Health Promotion	252	67	226		545
Maternity	11	3	13		27
Office Visits	38	6	79		123
Total Nursing Visits	940	319	1,217		2,476
Physical Therapy	689	166	258		1,113
Home Health Aides	468 (1004.5 hrs)	14 (32 hrs.)	286 (587.5 hrs.)		768 (1624 hrs.)
Speech Therapy	22	0	6		28
CLINICS					
Blood Pressure	599	531	1,142		2,272
Well Child	54	28	15	16	113
Flu	80	60	187		327
Colo-Rectal (2)	41	37	112		190

Town of Eastham

Report of Treasurer's Cash

June 30, 1983

Cash on Hand, July 1, 1982	\$ 741,157.65
Receipts, fiscal year 1983	5,930,321.89
Disbursements, fiscal year 1983	(5,859,963.40)
Audit adjustments	(494,347.92)
 Cash on Hand, June 30, 1983	 317,168.22

Respectfully submitted,

EDITH P. LINDHOLM,
Treasurer

TAX COLLECTORS REPORTS — JUNE 30, 1983

	Uncollected Taxes July 1, 1982	Commitments	Less Abatements And Adjustments	Less Transfers To Tax Title Accounts, Net	Less Collections	Uncollected Taxes June 30, 1983
REAL PROPERTY TAXES:						
1966 and 1969						
1970	\$(3)	\$ —	\$ —	\$ —	\$ —	\$(3)
1971	54	—	—	—	—	54
1972	(105)	—	—	—	—	(105)
1973	31	—	—	—	—	31
1974	(174)	—	—	—	—	(174)
1975	1,987	—	—	—	—	1,987
1976	1,467	—	(338)	—	—	1,129
1977	2,375	—	(23)	—	—	2,352
1978	2,519	—	(1,224)	—	—	1,295
1979	3,352	—	(1,279)	(243)	—	1,830
1980	1,910	—	(96)	(246)	—	1,568
1981	9,529	—	(4)	(6,218)	(2,656)	651
1982	101,571	665	384	(4,939)	(89,542)	8,139
1983	—	2,420,968	—	—	(702,236)	1,718,732
Total Real Property Taxes	\$ 124,513	\$ 2,421,633	\$(2,580)	\$(11,646)	\$ (794,434)	\$ 1,737,486
PERSONAL PROPERTY TAXES:						
1971	\$ 219	\$ —	\$(219)	\$ —	\$ —	\$ —
1972	279	—	(182)	—	—	97
1973	329	—	(329)	—	—	—
1974	572	—	(92)	—	—	480
1975	(225)	—	(209)	—	—	(434)

1976	822	—	(	216)	—	—	606
1977	582	—	(	342)	—	—	240
1978	686	—	(	94)	—	—	592
1979	682	—	(	686)	—	((
1980	701	—	(	477)	—	((
1981	1,029	—	(	189)	—	((
1982	3,975	10	(	50)	—	((
1983	—	96,814	—	—	—	((
Total Personal Property Taxes	\$ 9,651	\$ 96,824	\$	3,085)	\$	(\$
Grand Total of Property Taxes	\$ 134,164	\$ 2,518,457	\$	5,665)	\$	(\$

MOTOR VEHICLE EXCISE

1970	\$(	6)	\$	—	—	\$	\$(
1971	860	—	(	904)	—	—	(
1972	2,267	—	—	—	—	—	2,267
1973	78	—	—	—	—	—	78
1974	837	—	—	—	—	—	837
1975	1,202	—	(	263)	—	—	939
1976	1,203	—	(	272)	—	(	140)
1977	3,461	—	(	617)	—	(	389)
1978	4,855	—	(	435)	—	(	140)
1979	2,726	—	(	398)	—	(	138)
1980	4,260	—	—	—	—	(	571)
1981	1,605	31	(	52)	—	(	390)
1982	10,594	24,758	(	2,997)	—	(	30,202)
1983	—	93,890	(	5,583)	—	\$(	69,528)
Total Motor Vehicle Excise	\$ 33,942	\$ 118,679	\$	11,521)	\$	(\$

BOAT EXCISE:

1980	\$ 171	\$	—	—	—	—	—	—	—	\$	78
1981	482		—	—	—	—	—	—	—		379
1982	—		3,587	—	—	—	—	—	—	(2,824)	271
1983	—		3,654	—	—	—	—	—	—	(2,198)	786
Total Boat Excise	\$ 653	\$	7,241	—	—	—	—	—	—	\$ (5,022)	\$ 1,514
Grand Total of Excise Taxes	\$ 34,595	\$	125,920	—	—	—	—	—	—	\$ (106,520)	\$ 41,116

EASTHAM TRUST ACCOUNTS — JUNE 30, 1983

Balance	Fund Balance July 1, 1982	Principal Added	Revenue	In Common Trust Fund	Increase From Other Trust Funds	Transfers To Other Trust Funds	Payable or Disbursed Re Trust Terms	Transfers To Other Trust Funds	Loans Written Off	Total Deductions	Fund Balance June 30, 1983
Cemetery Perpetual Care Funds	\$ 481	\$ —	\$ 28	\$ —	\$ —	\$ —	\$ —	\$ —	\$ —	\$ —	\$ 509
World War I Memorial Fund	1,524	—	87	—	—	—	45	—	—	45	1,566
Eastham Library Funds	17,785	530	1,911	—	100	—	3,166	—	—	3,166	17,160
Educational Trust Funds	16,897	—	1,078	—	—	—	—	—	—	—	17,975
Old Wind Grist Mill Funds	5,689	—	547	—	—	—	—	—	—	—	6,236
Town Hall Care and Maintenance Funds	3,719	—	300	—	—	—	689	—	—	689	3,330
Timothy Smith Fund	193,604	—	15,013	1,660	—	—	25,304	100	10	25,414	184,863
Stabilization Fund	91,062	—	9,159	—	—	—	—	—	—	—	100,221
	\$330,761	\$530	\$28,123	\$1,660	\$100	\$30,413	\$29,204	\$100	\$10	\$29,314	\$331,860

ANNUAL TOWN MEETING

Eastham - Warrant

Commonwealth of Massachusetts

Barnstable, ss.

To Marion Hawkes, Constable of the Town of Eastham, in the County of Barnstable:

In the name of the Commonwealth of Massachusetts you are hereby directed to notify and warn the inhabitants of said town qualified to vote in Elections and Town affairs to meet at the Nauset Regional High School Auditorium on Monday, the Second (2) day of May 1983 at 7:00 o'clock in the evening, then and there to act on the following articles in this Warrant and to meet in the Town Hall at 12:00 o'clock noon on Tuesday, the Seventeenth (17) day of May next, then and there to elect the following town officers:

Moderator (one year)

Board of Selectmen-Assessor-Health (three years)

Library Trustee (three years)

Planning Board Member (five years)

Recreation Commission (five years)

Recreation Commission (one year - to fill unexpired term)

Elementary School Committee (three years)

Elementary School Committee (three years)

Ballot Question:

"Shall this Town approve the Eastham Home Rule Charter recommended by the Eastham Charter Commission, summarized below?"

YES

NO

Ballot Summary:

"If approved by the voters, this Charter shall become effective on May 16, 1984. The Charter proposes a Board of Selectmen - open Town Meeting form of government as now exists, and it bests the Board of Selectmen with responsibilities for general administration, budgetary procedures, public works and personnel with the aid of an administrative assistant."

“The elective offices shall be: Board of Selectmen, Moderator, Town Clerk, Constable, Planning Board, Recreation Commission, Board of Library Trustees, School Committee and member Nauset Regional School Committee.”

Ballot Question:

“Shall the Town of Eastham be allowed to assess an additional \$72,575.00 in real estate and personal property taxes for the fiscal year beginning July first, nineteen hundred and eighty-three?”

YES NO

Ballot Summary:

“If approved by the voters, this additional \$72,575.00 will allow a 2½% override of Chapter 580 of the Acts of 1980. This amount requires a majority vote.”

Ballot Question:

“Shall the Town of Eastham be allowed to assess an additional \$389,835.00 in real estate and personal property taxes for the fiscal year beginning July first, nineteen hundred and eighty-three?”

YES NO

Ballot Summary:

“If approved by the voters, this additional \$389,835.00 will allow an override of Chapter 580 of the Acts of 1980 to this amount only, but does not necessarily mean town meeting action will approve of this amount. This amount requires a two thirds vote.”

IF BOTH QUESTIONS ARE APPROVED BY THE REQUIRED NUMBER OF VOTERS, THEN THE QUESTION WHICH REQUIRES A TWO THIRDS VOTE SHALL APPLY.

POLLS TO OPEN AT 12 NOON AND MAY CLOSE AT 7 P.M.

Article 1. To see in what manner the Town will vote to dispose of the refunded dog tax, or take any action relative thereto.

By Eastham Library Trustees

Sel: Approve 3-0
Fin. Com: Recommended 7-0

Article 2. To see if the Town will vote to transfer and appropriate \$1,736.00 received from the Commonwealth for the use of the Eastham

Public Library to be available to the Trustees for the purchase of books, and audio-visual materials in conformance with provisions of Section 19A and 19B. Chapter 78 of the General Laws of the Commonwealth as amended by Chapter 636 Acts of 1970, or take any action relative thereto.

By Eastham Library Trustees

Sel: Approve 3-0

Fin. Com: Recommended 7-0

Article 3. To see if the Town will vote to establish an Eastham Public Library Building Committee of five persons: two persons to be appointed by the Selectmen; two persons to be appointed by the Trustees of the Eastham Public Library; and one person to be appointed by the Moderator. The committee is to consider the physical needs to expand the Library and report to the Town its conclusions and proposals, or take any action relative thereto.

By Eastham Library Trustees

Sel: Approve 3-0

Fin. Com: Recommended 7-0

Article 4. To see if the Town will authorize the Trustees of the Eastham Public Library to establish a Building Fund, gifts and income of which will be held in trust until needed to finance, in whole or in part, expansion of the present library building, or take any action relative thereto.

By Eastham Library Trustees

Sel: Approve 3-0

Fin. Com: Recommendation to be made at Town Meeting.

Article 5. To see if the Town will assume liability in the manner provided by Sections 29 and 29A of Chapter 91 of the General Laws, as most recently amended, for all damages that may be incurred by the Department of Environmental Quality Engineering of Massachusetts for the improvement, development, maintenance and protection of tidal and non-tidal rivers and streams, great ponds, harbors, tidewaters, foreshores and shores along a public beach, (Including the Merrimack and Connecticut Rivers), in accordance with Section 11 of Chapter 91 of the General Laws, and authorize the Selectmen to execute and deliver a bond of indemnity therefore to the Commonwealth.

By Board of Selectmen

Sel: Approve 3-0

Fin. Com: Recommended 7-0

Article 6. To see if the Town will vote to raise and appropriate or to transfer from available funds \$346.40 for Greenhead Fly Control as authorized by Section 24, Chapter 252 of the General Laws, and authorize the Town Treasurer to pay said appropriation into the State Treasury, or take any action relative thereto.

By Board of Selectmen

Sel: Approve 3-0

Fin. Com: Recommended 7-0 \$346.40

Article 7. To see if the Town will vote to authorize the Board of Selectmen to grant an easement to the New England Telephone and ComElectric for telephone and electric lines across one section of the Town Hall parking lot, as shown on a sketch plan dated April 1, 1983, a copy of which is on file with the Town Clerk, or take any action relative thereto.

By Board of Selectmen

Sel: Approve 3-0

Fin. Com: Recommended 5-0-2

Article 8. To see if the Town will vote to enter into a joint agreement with the Nauset Regional School District under Chapter 7, Section 22B of the Massachusetts General Laws for a collective purchase agreement to dispense gasoline from the town owned gasoline pumps, or take any action relative thereto.

By Board of Selectmen

Sel: Approve 3-0

Fin. Com: Recommended 7-0

Article 9. To see if the Town will vote to accept a gift of an area of land containing 1,310 square feet, more or less, and being Lot 18, "Area Reserved for Roadway Purposes," as shown on plan entitled Plan Showing a Subdivision of Land in Eastham, MA, prepared for Capowack Trust (Margaret A. Erickson, Trustee) Scale 1" = 40 feet, 25 January 1982, Nickerson and Berger, Inc. P.E. 8 (and sign) R.L.S. Orleans, MA," recorded with Barnstable County Registry of Deeds in Plan Book 366, Page 94, or take any action relative thereto.

By Board of Selectmen

Sel: Approve 3-0

Fin. Com: Recommended 7-0

Article 10. To see if the Town will vote to raise and appropriate or to transfer from available funds a sum of money to continue the conversion of present property assessed values to current full and fair

market value, or take any action relative thereto.

By Board of Selectmen

Sel: Approve 3-0 - \$37,000.00

Fin. Com: Recommended 7-0 - \$37,000.00

Article 11. To see if the Town will vote to raise and appropriate a sum of money for the purchase and equipping of two (2) 1984 Police Cruisers with two (2) 1983 Police Cruisers used in trade, or take any action relative thereto.

By Police Department

Sel: Approve 3-0 - \$18,300.00

Fin. Com: Recommended 7-0 - \$18,300.00

Article 12. To act on the Annual Operating Budget, including recommendations reports of the Selectmen, Finance Committee and other Town Officials, and to see if the Town will vote to raise and appropriate or transfer from available funds and accounts sums of money for the same, or take any action relative thereto.

By Board of Selectmen

Item	Account	Approved 1983	Department Request 1984	Increase (°) Decrease (¹)	Finance Committee Recomm.	Vote
GENERAL GOVERNMENT						
1.	Moderator Expense	10.00	10.00	00.00	10.00	8-0
2.	Selectmen Office Salary	21,720.61	22,230.00	\$509.39	22,230.00	8-0
3.	Selectmen Expense	5,307.00	5,307.00	00.00	5,307.00	8-0
4.	Assessors Office Salary	31,845.00	27,883.00	-3,962.00	27,883.00	8-0
5.	Assessors Expense	5,063.00	5,499.00	+ 436.00	5,499.00	7-0
6.	Computing Tax Bills	5,940.00	6,900.00	+ 960.00	6,900.00	8-0
7.	Engineering Services	1,300.00	1,300.00	00.00	1,300.00	8-0
8.	Legal Services	12,000.00	12,000.00	00.00	12,000.00	8-0
9.	Professional Appraisal	Withdrawn and submitted as an article				
10.	Town Audit	6,500.00	7,000.00	+ 500.00	7,000.00	8-0
11.	Town Accountant Salary	35,839.75	36,298.00	+ 458.25	36,298.00	8-0
12.	Town Accountant Expense	1,400.00	1,400.00	00.00	1,400.00	8-0
13.	Treasurer/Collector Office Salary	19,035.07	19,341.00	+ 305.93	19,341.00	8-0
14.	Treasurer/Collector Expense	6,775.00	6,975.00	+ 200.00	6,975.00	8-0
15.	Tax Titles	19,950.00	17,750.00	- 2,200.00	17,750.00	8-0
16.	Town Clerk Expense	1,160.00	1,160.00	00.00	1,160.00	8-0
17.	Election & Registration Salary	4,354.00	3,756.00	- 598.00	3,756.00	8-0
18.	Election & Registration Expense	2,307.00	2,412.00	+ 105.00	2,412.00	8-0
19.	Planning Board Salary	800.00	800.00	00.00	800.00	8-0
20.	Planning Board Expense	225.00	225.00	00.00	225.00	8-0
21.	Zoning Board of Appeals Salary	600.00	600.00	00.00	600.00	8-0
22.	Zoning Board of Appeals Expense	610.00	600.00	- 10.00	600.00	8-0
23.	Town Hall Salary	10,858.46	11,437.00	+ 578.54	11,437.00	8-0
24.	Town Hall Expense	10,051.80	10,052.00	+ .20	10,052.00	8-0
25.	Bulk Fuel Oil	11,000.00	11,000.00	00.00	11,000.00	8-0
GENERAL GOVERNMENT TOTALS		\$214,651.69	\$211,935.00	\$ - 2,716.69	\$211,935.00	

PUBLIC SAFETY

26.	Police Salary	289,951.05	296,405.00	+ 6,453.95	296,405.00	9-0
27.	Police Expense	20,227.00	20,227.00	00.00	20,227.00	7-0
28.	Police Out of State Travel	100.00	100.00	00.00	100.00	9-0
29.	Dispatching Salary	36,474.04	38,035.00	+ 1,560.96	38,035.00	9-0
30.	Dispatching Expense	6,174.00	6,174.00	00.00	6,174.00	9-0
31.	Fire Salary	104,489.37	108,722.00	+ 4,232.63	108,722.00	7-1
32.	Fire Expense	20,696.00	20,695.00	- 1.00	20,695.00	7-0
33.	Orleans/Eastham Ambulance Association	10,000.00	10,000.00	00.00	00.00	8-1
34.	Conservation Commission Salary	2,248.00	2,303.00	+ 55.00	2,303.00	9-0
35.	Conservation Commission Expense	1,045.00	1,045.00	00.00	1,045.00	9-0
36.	Natural Resources Salary	34,239.42	34,756.00	+ 516.58	34,756.00	9-0
37.	Natural Resources Expense	12,871.00	12,871.00	00.00	12,871.00	9-0
38.	Building Inspection Salary	19,745.11	19,989.00	+ 243.89	19,989.00	9-0
39.	Building Inspection Expense	2,929.00	2,929.00	00.00	2,929.00	9-0
40.	Gas Inspection Expense	693.00	558.00	- 135.00	558.00	8-0
41.	Plumbing Inspection Expense	4,620.00	3,126.00	-1,494.00	3,126.00	8-0
42.	Wire Inspection Expense	4,066.00	5,870.00	+ 1,804.00	5,870.00	7-0-2
43.	Dog Officer Expense	6,470.00	6,470.00	00.00	6,470.00	9-0
44.	Civil Defense Salary	160.00	160.00	00.00	160.00	9-0
45.	Civil Defense Expense	125.00	125.00	00.00	125.00	9-0
46.	Civil Defense Generator	748.00	225.00	- 523.00	225.00	9-0
47.	Bulk Gasoline Expense	40,183.00	35,000.00	- 5,183.00	35,000.00	8-0
PUBLIC SAFETY TOTALS		\$618,253.99	\$625,785.00	\$ + 7,531.01	\$615,785.00	

HEALTH, SANITATION & HOSPITALS

48.	Public Health Expense	195.00	2,695.00	+ 2,500.00	2,695.00	6-1
49.	Sanitary Landfill Salary	11,441.03	12,167.00	+ 725.97	12,167.00	7-0
50.	Sanitary Landfill Expense	34,060.00	39,929.00	+ 5,869.00	39,929.00	7-0
51.	Septage Maintenance Expense	3,300.00	3,200.00	- 100.00	3,200.00	9-0
52.	Town Nurse Expense	44,710.00	44,542.00	- 168.00	44,542.00	7-0
53.	Inspection of Animals Expense	100.00	100.00	00.00	100.00	9-0

Item	Account	Approved 1984	Department Request 1984	Increase (+) Decrease (-)	Finance Committee Recomm.	Vote
54.	Dutch Elm Disease Expense	200.00	200.00	00.00	200.00	9-0
55.	Insect/Pest/Poison Ivy Control Expense	3,135.00	3,135.00	00.00	3,135.00	9-0
56.	Tree Warden Expense	1,098.00	1,098.00	00.00	1,098.00	9-0
	HEALTH, SANITATION & HOSPITALS TOTALS	\$ 98,239.03	\$107,066.00	\$ + 8,826.97	\$107,066.00	
GENERAL MAINTENANCE						
57.	General Maintenance Salary	56,408.37	57,358.00	+ 949.63	57,358.00	7-0
58.	General Maintenance Expense	26,150.00	27,167.00	+ 1,017.00	27,167.00	6-0
59.	Harbors & Landings Salary	1,160.00	1,160.00	00.00	1,160.00	9-0
60.	Harbors & Landings Expense	1,265.00	1,775.00	+ 510.00	1,775.00	9-0
61.	Snow & Sanding Salary	4,071.00	4,138.00	+ 67.00	4,138.00	9-0
62.	Snow & Sanding Expense	13,175.00	13,175.00	00.00	13,175.00	9-0
63.	Drainage Systems Expense	9,800.00	9,800.00	00.00	9,800.00	9-0
64.	Street Lighting Expense	6,100.00	6,100.00	00.00	6,100.00	9-0
	GENERAL MAINTENANCE TOTALS	\$118,129.37	\$120,673.00	\$ + 2,543.63	\$120,673.00	
VETERANS' SERVICES						
65.	Veterans' Services Expense	3,195.00	3,675.00	+ 480.00	3,675.00	9-0
66.	Veterans' Services Benefits	12,000.00	8,000.00	- 4,000.00	8,000.00	9-0
67.	Veterans' Services Out of State Travel	70.00	70.00	00.00	70.00	9-0
	VETERANS' SERVICES TOTALS	\$ 15,265.00	\$ 11,745.00	\$ -3,520.00	\$ 11,745.00	
SCHOOLS						
68a.	Elementary School Operations	524,507.00	543,305.00	+ 18,798.00	543,305.00	7-0
68b.	Elementary School Out of State Travel	00.00	36.00	+ 36.00	36.00	7-0
68c.	Nauset District - Capital Assessment	65,054.49	63,436.93	- 1,617.56	63,436.93	7-0
68d.	Nauset District - Operating Assessment	765,409.17	840,015.72	+ 74,606.55	840,015.72	7-0
68e.	Technical School District Assessment	81,495.00	99,058.00	+ 17,563.00	99,058.00	7-0
	SCHOOLS TOTALS	\$1,436,465.66	\$1,545,851.65	\$ + 109,385.99	\$1,545,851.65	

LIBRARIES

69.	Library Salary	27,471.56	27,727.00	+ 255.44	27,727.00	9 - 0
70.	Library Expense	13,462.00	13,462.00	00.00	13,462.00	9 - 0
	LIBRARIES TOTALS	\$ 40,933.56	\$ 41,189.00	+ 255.44	\$ 41,189.00	

PARKS & RECREATION

71.	Recreation Commission Salary	8,641.00	9,259.00	+ 618.00	9,259.00	8 - 0
72.	Recreation Commission Expense	10,522.00	10,576.00	+ 54.00	10,576.00	8 - 0
73.	Information Booth Salary	3,880.00	3,880.00	00.00	3,880.00	9 - 0
74.	Information Booth Expense	590.00	590.00	00.00	590.00	9 - 0
75.	Olde Mill Salary	2,660.00	2,660.00	00.00	2,660.00	9 - 0
76.	Olde Mill Expense	654.00	150.00	- 504.00	150.00	9 - 0
77.	Public Amusement and Advertising	1,690.00	1,500.00	+ 190.00	1,500.00	8 - 1
	PARKS & RECREATION TOTALS	\$ 28,637.00	\$ 28,615.00	\$ -22.00	\$ 28,615.00	

PENSIONS & RETIREMENT

78.	Barnstable County Retirement System	60,037.00	73,157.00	+ 13,120.00	73,157.00	9 - 0
	PENSIONS & RETIREMENT TOTALS	\$ 60,037.00	\$ 73,157.00	\$ + 13,120.00	\$ 73,157.00	

UNCLASSIFIED

79.	Town Report	4,024.00	4,000.00	- 24.00	4,000.00	9 - 0
80.	Town Insurance - Employee Expense	58,136.00	76,015.00	+ 17,879.00	76,015.00	8 - 0
81.	Town Insurance - Town Protection Expense	55,986.00	61,946.00	+ 5,960.00	61,946.00	7 - 1
82.	Town Insurance - Unemployment Compensation	8,000.00	7,000.00	- 1,000.00	7,000.00	9 - 0
83.	Archives Committee	400.00	400.00	00.00	400.00	9 - 0
84.	Building Code Appeal Board Salary	26.00	26.00	00.00	26.00	9 - 0
85.	Building Code Appeal Board Expense	54.00	54.00	00.00	54.00	9 - 0
86.	Buildings, Lands & Parks Committee Salary	53.00	50.00	- 3.00	50.00	9 - 0
87.	Buildings, Lands & Parks Committee Expense	27.00	1.00	- 26.00	1.00	9 - 0
88.	Council on Aging Salary	15,010.29	15,713.00	+ 702.71	15,713.00	9 - 0

Item	Account	Approved 1983	Department Request 1984	Increase (+) Decrease (-)	Finance Committee Recomm.	Vote
89.	Council on Aging Expense	1,825.00	1,825.00	00.00	1,825.00	9-0
90.	Finance Committee Salary	701.00	701.00	00.00	701.00	9-0
91.	Finance Committee Expense	94.00	94.00	00.00	94.00	9-0
92.	Personnel Board Salary	583.00	600.00	+ 17.00	600.00	9-0
93.	Personnel Board Expense	80.00	290.00	+ 210.00	290.00	9-0
94.	Reserve Fund	25,000.00	25,000.00	00.00	25,000.00	7-0
	UNCLASSIFIED TOTALS	\$169,999.29	\$193,715.00	\$ + 23,715.71	\$193,715.00	
CEMETERIES						
95.	Old Cemeteries	450.00	450.00	00.00	450.00	9-0
96.	Veterans' Grave Officer	50.00	50.00	00.00	50.00	9-0
	CEMETERIES TOTALS	\$ 500.00	\$ 500.00	\$ 00.00	\$ 500.00	
INTEREST & MUNICIPAL INDEBTEDNESS						
97.	Certification of Notes	75.00	75.00	00.00	75.00	9-0
98.	Interest Expense	12,647.00	9,766.00	- 2,881.00	9,766.00	8-1
99.	Conservation Land Note of 1980	17,170.00	17,170.00	00.00	17,170.00	9-0
	INTEREST & MUNICIPAL INDEBTEDNESS TOTALS	\$ 29,892.00	\$ 27,011.00	\$ - 2,881.00	\$ 27,011.00	
	GRAND TOTALS	\$2,831,003.59	\$2,987,242.65	\$ + 156,239.06	\$2,977,242.65	

Sel: Department Request Approved \$2,987,242.65 3-0 except line item 33 voted 2-1 Approved
Fin. Com:

Article 13. To see if the Town will vote to fix the salary and compensation of all elective officers of the Town as provided by Section 108, Chapter 41, General Laws as amended, and to raise and appropriate sums of money for salaries, or take any action relative thereto.

OFFICE	RECOMMENDATION OF DEPARTMENT HEAD	
Moderator		100.00
Constable		100.00
Town Clerk		12,500.00
Treasurer-Collector		18,000.00
Selectmen - Assessor - Health	(\$11,000.00)	
Chairman	(\$11,550.00)	33,550.00
	TOTAL:	\$64,250.00
	By Elective Officers	

Sel: Approved 3-0 - \$64,250.00
Fin. Com: Recommended 8-1 - \$64,250.00

Article 14. To see if the Town will vote to accept the provisions of Chapter 32B, Section 7A and increase the Town’s share of Group Health Insurance payments to 65% and raise and appropriate a sum of money for said purpose, or take any action relative thereto.
By Personnel Board

Sel: Disapproved 3-0
Fin. Com: Not Recommended 9-0

Article 15. To see if the Town will vote to amend the Personnel ByLaw, Section XII, Appendix A “Full-time Position and Merit Compensation Plan” deleting said plan in its entirety and inserting in place thereof the following:

TWO APPENDIX A TABLES

ONE AT 7% MINIMUM PLUS

OR

ONE AT 4% MINIMUM PLUS

OR

ONE AT 7% MINIMUM

SECTION XII

APPENDIX A (at 7% Minimum)

Full-Time Position Titles and Compensation Plan

TITLE	MINIMUM 1st Year	2nd Year	3rd Year	4th Year	5th Year
Selectmen's Secretary	11,357.24	11,925.10	12,521.36	13,147.43	13,804.80
Assistant Assessor	15,247.50	16,009.88	16,810.37	17,650.89	18,533.43
Assessors' Clerk	11,981.26	12,580.32	13,209.34	13,869.81	14,563.30
Assistant Assessors' Clerk	10,608.41	11,138.83	11,695.77	12,280.56	12,894.59
Town Accountant	18,096.70	19,001.54	19,951.62	20,949.20	21,996.66
Assistant Town Accountant	12,480.48	13,104.50	13,759.73	14,447.72	15,170.11
Assistant Treasurer/Deputy Tax Collector	12,480.48	13,104.50	13,759.73	14,447.72	15,170.11
Town Hall Custodian	10,764.41	11,302.63	11,867.76	12,461.15	13,084.21
Police Chief	A minimum of \$2,500 above the base pay of the highest paid sergeant exclusive of overtime/incentive				
Police Sergeant	15,413.39	16,184.06	16,993.26	17,842.92	18,735.07
Police Patrolman	11,981.26	12,580.32	13,209.34	13,869.81	14,563.30
Police Secretary	11,232.43	11,794.05	12,383.75	13,002.94	13,653.09
Dispatcher	19,344.74	20,311.98	21,327.58	22,393.96	23,513.66
Fire Chief	14,134.14	14,840.85	15,582.89	16,362.03	17,180.13
Fire Lieutenant	12,544.68	13,171.91	13,830.51	14,522.04	15,248.14
Firefighter/Paramedic	12,854.89	13,497.63	14,172.51	14,881.14	15,625.20
Fireman	15,288.59	16,053.02	16,855.67	17,698.45	18,583.37
Natural Resources Officer	11,731.65	12,318.23	12,934.14	13,580.85	14,259.89
Deputy Natural Resources Officer	15,975.01	16,773.76	17,612.45	18,493.07	19,417.72
Inspector of Buildings	10,764.41	11,302.63	11,867.76	12,461.15	13,084.21
Sanitary Landfill Attendant	14,446.16	15,168.47	15,926.89	16,723.23	17,559.39
Town Nurse	15,725.40	16,511.67	17,337.25	18,204.11	19,114.32
Maintenance Chief	13,229.31	13,890.78	14,585.32	15,314.59	16,080.32
Deputy Maintenance Chief/Foreman					

Machine Operator	12,355.68	12,973.46	13,622.13	14,303.24	15,018.40
Skilled Laborer	11,014.02	11,564.72	12,142.96	12,750.11	13,387.62
Librarian	13,553.80	14,231.49	14,943.06	15,690.21	16,474.72
Council on Aging Clerk	9,984.38	10,483.60	11,007.78	11,558.17	12,136.08

SECTION XII

APPENDIX A (at 7% Minimum plus)

Full-time Position Titles and Compensation Plan

TITLE	Minimum 1st Year	2nd Year	3rd Year	4th Year	5th Year
Selectmen's Secretary	12,291.24	12,905.80	13,551.09	14,228.64	14,940.07
Assistant Assessor	16,416.00	17,236.80	18,098.64	19,003.57	19,953.75
Assessors' Clerk	11,981.26	12,580.32	13,209.34	13,869.81	14,563.30
Assistant Assessors' Clerk	10,608.40	11,138.82	11,695.76	12,280.55	12,894.58
Town Accountant	18,096.70	19,001.54	19,951.62	20,949.20	21,996.66
Assistant Town Accountant	12,480.48	13,104.50	13,759.73	14,447.72	15,170.11
Assistant Treasurer/Deputy Tax Collector	12,480.48	13,104.50	13,759.73	14,447.72	15,170.11
Town Hall Custodian	10,764.41	11,302.63	11,867.76	12,461.15	13,084.21
Police Chief	a minimum of \$2,500 above the base pay of the highest paid sergeant exclusive of overtime/incentive				
Police Sergeant				19,585.07	20,435.07**
Police Patrolman	15,413.39	16,184.06	16,993.26	17,842.92	18,735.07
Police Secretary	11,981.26	12,580.32	13,209.34	13,869.81	14,563.30
Dispatcher	12,418.86	13,039.80	13,691.79	14,376.38	15,095.20
Fire Chief	19,344.74	20,311.98	21,327.58	22,393.96	23,513.66

Fire Lieutenant	16,043.28	16,845.44	17,687.71	18,572.10	19,500.71
Firefighter/Paramedic	14,162.59	14,870.72	15,614.26	16,394.97	17,214.72
Fireman	13,623.78	14,304.97	15,020.22	15,771.23	16,559.79
Natural Resources Officer	16,617.41	17,448.28	18,320.69	19,236.72	20,198.56
Deputy Natural Resources Officer	12,644.28	13,276.49	13,940.31	14,637.33	15,369.20
Inspector of Buildings	16,840.95	17,683.00	18,567.15	19,495.51	20,470.29
Sanitary Landfill Attendant	10,764.41	11,302.63	11,867.76	12,461.15	13,084.21
Town Nurse	14,446.16	15,168.47	15,926.89	16,723.23	17,559.39
Maintenance Chief	16,313.27	17,128.93	17,985.38	18,884.65	19,828.88
Deputy Maintenance Chief/Foreman	14,222.47	14,933.59	15,680.27	16,464.28	17,287.49
Machine Operator	13,048.51	13,700.94	14,385.99	15,105.29	15,860.55
Skilled Laborer	11,168.13	11,726.54	12,312.87	12,928.51	13,574.94
Librarian	14,389.83	15,109.32	15,864.79	16,658.03	17,490.93
Council on Aging Clerk	9,984.38	10,483.60	11,007.78	11,558.17	12,136.08

— OR —

SECTION XII

APPENDIX A (at 4% Minimum plus)

Full-Time Position Titles and Compensation Plan

TITLE	Minimum 1st Year	2nd Year	3rd Year	4th Year	5th Year
Selectmen's Secretary	11,972.00	12,570.60	13,199.13	13,859.09	14,552.04
Assistant Assessor	15,988.00	16,787.40	17,626.77	18,508.11	19,433.52
Assessors' Clerk	11,645.00	12,227.25	12,838.61	13,480.54	14,154.57
Assistant Assessors' Clerk	10,310.98	10,826.53	11,367.86	11,936.25	12,533.06
Town Accountant	17,588.00	18,467.40	19,390.77	20,360.31	21,378.33
Assistant Town Accountant	12,130.00	12,736.50	13,373.33	14,042.00	14,744.10
Assistant Treasurer/Deputy Tax Collector	12,130.00	12,736.50	13,373.33	14,042.00	14,744.10

Town Hall Custodian	10,462.00	10,985.10	11,534.36	12,111.08	12,716.63
Police Chief	A minimum of \$2,500 above the base pay of the sergeant exclusive of overtime/incentive				highest paid
Police Sergeant	14,981.00	15,730.05	16,516.55	19,059.50	19,909.50 **
Police Patrolman	11,645.00	12,227.25	12,838.61	17,342.38	18,209.50
Police Secretary	12,103.00	12,708.15	13,343.56	13,480.54	14,154.57
Dispatcher	18,802.00	19,742.10	20,729.21	14,010.74	14,711.28
Fire Chief	15,576.00	16,354.80	17,172.54	21,765.67	22,853.95
Fire Lieutenant	13,810.00	14,500.50	15,225.53	18,031.17	18,932.73
Firefighter/Paramedic	13,262.00	13,925.10	14,621.36	15,986.81	16,786.15
Fireman	16,188.00	16,997.40	17,847.27	15,352.43	16,120.05
Natural Resources Officer	12,276.00	12,889.80	13,534.29	18,739.63	19,676.61
Deputy Natural Resources Officer	16,392.00	17,211.60	18,072.18	14,211.00	14,921.55
Inspector of Buildings	10,462.00	10,985.10	11,534.36	18,975.79	19,924.58
Sanitary Landfill Attendant	14,041.00	14,743.05	15,480.20	12,111.08	12,716.63
Town Nurse	15,872.00	16,665.60	17,498.88	16,254.21	17,066.92
Maintenance Chief	13,880.00	14,574.00	15,302.70	18,373.82	19,292.51
Deputy Maintenance Chief/Foreman	12,702.00	13,337.10	14,003.96	16,067.84	16,871.23
Machine Operator	10,849.00	11,391.45	11,961.02	14,704.16	15,439.37
Skilled Laborer	14,010.00	14,710.50	15,446.03	12,559.07	13,187.02
Librarian	9,704.00	10,189.20	10,698.66	16,218.33	17,029.25
Council on Aging Clerk				11,233.59	11,795.27

Said amendment to take effect on July 1, 1983 and further to raise and appropriate or transfer from available funds \$64,159.75 for the purpose of funding said funds among the several salary accounts affected by the new compensation plan in such amounts respectively as are proper and required to meet the new rates appearing thereon; or take any action relative thereto.

By Personnel Board

Sel: Approved \$42,161.77 for 7% across the board increase 3-0

Pers. Bd:

Fin. Com: Recommended \$42,161.77 for 7% across the Board increase based on present pay scale 7-0.

Article 16. To see if the Town will vote to amend the Personnel By-Law, Section III, Appendix B “Part-time Position Titles and Compensation Plan” deleting said plan in its entirety and inserting in place thereof the following:

APPENDIX B

APPENDIC C

APPENDIX D

**SECTION XII
APPENDIX B**

Part-Time Position Titles and Compensation Plan

POSITION TITLE	MINIMUM 1st Year	2nd Year	3rd Year	4th Year	MAXIMUM 5th Year
Assistant Assessors' Clerk	4.37	4.54	4.72	4.91	5.11
Assistant Building Inspector	4.37	4.54	4.72	4.91	5.11
Assistant Natural Resources Officer	4.37	4.54	4.72	4.91	5.11
Beach Checker	3.72	3.87	4.02	4.18	4.35
Biologist	5.09	5.29	5.50	5.72	5.95
Board Clerk	3.95	4.11	4.27	4.44	4.62
Clerk Dispatcher	4.37	4.54	4.72	4.91	5.11
Director - Council on Aging	4.73	4.92	5.12	5.32	5.53
Disposal Attendant	3.95	4.11	4.27	4.44	4.62
General Clerk	4.37	4.54	4.72	4.91	5.11
Information Booth Supervisor	4.46	4.64	4.83	5.02	5.22
Information Booth Attendant	3.72	3.87	4.02	4.18	4.35
Library Assistant	4.37	4.54	4.72	4.91	5.11
Library Pages	3.10	3.22	3.35	3.48	3.62
Miller	3.72	3.87	4.02	4.18	4.35
Natural Resources Laborer	3.72	3.87	4.02	4.18	4.35
Park Police Clerk	3.72	3.87	4.02	4.18	4.35
Park Police Supervisor	4.46	4.64	4.83	5.02	5.22
Police Patrolman	4.73	4.92	5.12	5.32	5.53
Substitute Librarian	4.73	4.92	5.12	5.32	5.53
Substitute Nurse	5.40	5.62	5.84	6.07	6.31
Town Hall Custodian	3.95	4.11	4.27	4.44	4.62
Town Nurse's Clerk	4.73	4.92	5.12	5.32	5.53
Treasurer/Collector Clerk	4.37	4.54	4.72	4.91	5.11

SECTION X11
APPENDIX C

WAGE SCALE FOR PART—TIME
AND OTHER POSITIONS
IN THE SERVICE OF THE TOWN OF EASTHAM, MASSACHUSETTS

POSITION TITLE	COMPENSATION
Plumbing Inspector	9.63/Inspection
Gas Inspector	9.63/Inspection
Wire Inspector	9.63/Inspection
Harbormaster	856.00/Year
Assistant Harbormaster	385.20/Year
Civil Defense Director	171.20/Year
Police Matron	5.35/Hour
Fireman/Rescueman, Call	5.35/Hour
Fireman/Rescue Drills	
Call and Permanent Personnel	8.03/Drill
Fire Lieutenant, Call	187.25/Year plus call rates
Fire Captain, Call	267.50/Year plus call rates
Fire Deputy Chief	347.75/Year plus call rates
Fire Maintenance Mar.	535.00/Year

SECTION X11
APPENDIX D

INCENTIVE PAY
FOR
FIREMEN

EMT	350.00/Year
PARAMEDIC	700.00/Year

Said amendment to take effect on July 1, 1983 and further to raise and appropriate or transfer from available funds \$10,782.67 for the purpose of funding said funds among the several salary accounts affected by the new compensation plan in such amounts respectively as are proper and required to meet the new rates appearing thereon; or take any action relative thereto.

By Personnal Board
Sel: Approved 3-0 Part B \$7,367.36 Part C \$2,115.31 Part D \$1,300.00
Total \$10,782.67
Pers.Bd:
Fin. Com: Recommended 6-3 \$10,782.67 to support a 7% increase.

Article 17. To see if the Town will vote to amend the Personnel By-Law by adding to Section I "Employment Policy".1.3.1 It shall be the policy of the Town that all job vacancies shall be posted on the Town Hall Bulletin Board and the position remain unfilled for not less than ten days., or take any action relative thereto.

By Personnel Board

Sel: Not approved 2-1

Pers. Bd:

Fin. Com: Recommend indefinite postponement 7-0

Article 18: To see if the Town will vote to amend the Personnel By-Law by adding to Section I "Employment Policy," 1.3.2 the Town of Eastham has a six (6) month probationary period for all new employees. During the probationary period an evaluation is made to determine whether or not the employee should be retained. If judged unsatisfactory in the performance of his duties, for demonstrated inability to work cooperatively and in harmony with fellow workers, for insubordination, for repeated absence or tardiness or for any reason that is determined to be in the best interest of the Town, the employee may be terminated at any time during the probationary period without prior notice.

Employees whose employment is continued after the completion of the six months probationary period will be granted seniority credit retroactive to their starting date and shall be classified as a regular employee, or take any action relative thereto.

By Personnel Board

Sel: Approved - 3-0

Pers.Bd:

Fin. Com: Recommend 7-0

Article 19. To see if the Town will vote to amend the Personnel By-Law adding to Section I "Employment Policy," 1.3.3 A regular Full-time or regular Part-time employee may, during the period of his appointment, be dismissed either because he/she is unsatisfactory on the job or has violated Town policies or regulations. Before dismissing an employee, efforts shall be made to correct the situation by counseling, verbal reprimand or written warning. The Department head must give the employee notice of unsatisfactory performance and that unless said performance is improved progressive disciplinary action or dismissal may follow. However, certain circumstances may warrant immediate disciplinary action or dismissal when it is considered by the Department Head and the Board of Selectmen to be in the best interest of the Town.

Action for dismissal shall be initiated by the Department Head, who will submit his recommendations to the Personnel Board. The Board may accept the recommendations on the basis of the information supporting it or may request the employee to appear before it.

A regular employee suspended, demoted or discharged for cause shall have the right to appeal this action to the Personnel Board, and if he/she elects, to respond to the charges which are the basis of the suspension, demotion, or discharge at a public hearing. The Board shall render it's recommendation within ten (10) working days in writing.

If an employee is not satisfied with the Personnel Board recommendation he/she may appeal to the Board of Selectmen in writing. The Selectmen shall give its decision in writing within five (5) days to the employees.

The appointing authority rests with the Board of Selectmen who have full authority to appoint or not appoint employees annually, or take any action relative thereto.

By Personnel Board

Sel: Approved 2-1
Pers. Bd:
Fin. Con: Recommended 9-0

Article 20. To see if the Town will vote to amend the Personnel By-Law by adding to Section I "Employment Policy," 1.3.4. It shall be the policy of the Town of Eastham to give individual employees the opportunity to discuss their grievances with their supervisors in order to find mutually satisfactory solutions. Employees are assured of freedom from restraint, interference, discrimination or reprisals. If the grievance remains unresolved after thirty (30) days, the grievant may request a hearing before the Personnel Board. The Board shall render its recommendation within ten (10) working days in writing. If an employee is not satisfied with the Personnel Board recommendations he/she may appeal to the Board of Selectmen. The Selectmen shall give its decision in writing to the employee within five (5) working days., or take any action relative thereto.

By Personnel Board

Sel: Approved 3-0
Pers. Bd:
Fin. Com: Recommended 7-0

Article 21. To see if the Town will vote to amend the Personnel By—Law by adding to Section III “Employment Policy,” 3.1.3 have access to all information, records, and other data of all departments of the Town relating to Personnel matters, other than the School Department, said information to be furnished by said departments upon request., or take any action relative thereto.

By Personnel Board

Sel: Approved 3-0

Pers. Bd:

Fin. Com: Recommended 7-0

Article 22. To see if the Town will vote to amend the Personnel By-Law by adding to Section VII “Maternity Leave” 7.1.4. All regular Full-time and regular Part-time employees who have been employed by the Town continuously for six (6) months may be granted sick leave and/or leave of absence for a period not to exceed eight weeks (8) for the purpose of giving birth, or take any action relative thereto.

By Personnel Board

Sel: Approved 3-0

Pers. Bd:

Fin. Com: Recommended 7-0

Article 23. To see if the Town will vote to amend the Personnel By-Law by changing Section VII “Bereavemnt Leave” 7.2. In the event of a death occuring in the immediate family of a regular Full-time or regular Part-time employee, he/she may be granted bereavement leave without loss of pay, up to a maximum of three regular work days. For the purpose of this section, the “Immediate Family” shall be the employee’s spouse, parents, parents-in-law, grandparents, brother, sister and children of any relative living within the employee’s domicile., or take any action relative thereto.

By Personnel Board

Sel: Approved 3-0

Pers. Bd:

Fin. Com: Recommended 7-0

Article 24. To see if the Town will vote to amend the Personnel By-Law by adding to Section VIII “Personal Leave,” 7.4. A Full-time employee with six months or more of continuous service shall be eligible to receive two (2) days off with pay per fiscal year to attend to personal matters which cannot be practically scheduled on the employee’s own time, provided that he has sufficient days in his sick leave credit as specified in this Section. Both days are to be charged to

his sick leave credit. A Personal Day shall be granted to regular Part-time employees at one-half (½) the rate granted Full-time personnel. Personal Days are not accumulative and may be taken only with prior approval of the Department Head and shall not be taken to extend vacations or immediately prior to or following a holiday, day off, or vacation, or take any action relative thereto.

By Personnel Board

Sel: Approved 3-0

Pers. Bd:

Fin. Com: Recommended 7-0

Article 25. To see if the Town will vote to amend the Personnel By-Law by adding to Section VIII “Jury Duty Leave,” 7.5. A regular Full-time or regular Part-time employee required to serve on a jury and thus having to be absent from his regular duty, shall upon application be paid the difference between the work week from the Town, upon presentation of a certified record of Jury Duty pay granted., or take any action relative thereto.

By Personnel Board

Sel: Approved 3-0

Pers. Bd:

Fin. Com: Recommended 7-0

Article 26. To see if the Town will vote to amend the Personnel By-Law by adding to Section VII “Military Reserve Leave” 7.6. A regular Full-time or regular Part-time employee who is a member of the National Guard or in the military services and who is required to fulfill his military training obligation by a tour of active duty, shall upon application be paid the difference between the compensation received from military pay including allowances for meals and quarters and the employees regular pay for normal hours. This shall be limited to a period not to exceed two weeks., or take any action relative thereto.

By Personnel Board

Sel: Approved 3-0

Pers. Bd:

Fin. Com: Recommended 7-0

Article 27. To see if the Town will vote to amend the Personnel By-Law by adding to Section VII 7.7. Following a leave granted under this section and return to work, employee may be placed in the same position. Should it be essential in the best interest of the Town to fill the position during his/her absence, employee will be offered a similar position of equal status and pay, providing employee has the ability to

satisfactorily perform the work and there are sufficient appropriated funds., or take any action relative thereto.

By Personnel Board

Sel: Approved 3-0

Pers. Bd:

Fin. Com: Recommend indefinite postponement.

Article 28. To see if the Town will vote to amend the Personnel By-Law by adding Section IX 9.12. It is not permissible to accept any other employment during such a leave and employees who do not return at the predetermined time of the expiration of their leave of absence shall be considered terminated of their own volition.

Paid holidays occurring during an employee's leave of absence are forfeited but group insurance coverage may continue as provided for in the Plan., or take any action relative thereto.

By Personnel Board

Sel: Approved 3-0

Pers. Bd:

Fin. Com: Recommended 7-0

Article 29. To see if the Town will vote to amend the Personnel By-Law by adding to Section XI 11.1.2. An employee promoted or reclassified to a higher position shall, upon assignment resulting from such a change, receive the rate in the compensation plan equal to the next highest rate of his present rate of pay., or take any action relative thereto.

By Personnel Board

Sel: Recommend postpone 3-0 for further study.

Pers. Bd:

Fin: Com: Recommend indefinite postponement 7-0

Article 30. To see if the Town will vote to amend the Personnel By-Law by deleting the present Section XI 11.1.4 and substituting the following: Increments limited: Not more than one step-rate increase shall be granted within one Fiscal Year. An employee who demonstrates consistent and exceptional personal application to his position's responsibilities may be eligible, once in a fiscal year, for one additional step increase, within the salary schedule, upon the recommendation of the Department Head, Board of Selectmen with prior approval of the Personnel Board, or take any action relative thereto.

By Personnel Board

Sel: Approved 3-0
Pers. Bd:
Fin. Com: Recommended 7-0

Article 31. To see if the Town will vote to amend the Personnel By-Law, Section XII, Appendix B, "Part-time Position Titles and Compensation Plan" to add title:

COMMUNITY LIAISON				
Minimum				
1st Year	2nd Year	3rd Year	4th Year	5th Year
4.46	4.64	4.83	5.02	5.22

or take any action relative thereto.

By Personnel Board

Sel: Approved 3-0 \$4,407.00
Pers. Bd:
Fin. Com: Recommend indefinite postponement 9-0.

Article 32. To see if the Town will vote to amend the Personnel By-Laws, Section XII, Appendix A "Full-time position and Merit Compensation Plan" to add the Title:

DOG OFFICER				
Minimum				
1st Year	2nd Year	3rd Year	4th Year	5th Year
\$14,000.00	\$14,700.00	\$15,435.00	\$16,207.00	\$17,017.00

and to raise and appropriate or to transfer from available funds a sum of money to hire and to equip a Dog Officer, or take any action relative thereto.

By Jeffrey A. Havlick, et als.

Sel: Not Approved 3-0
Pers. Bd: If the Town votes this position the Personnel Board recommends a starting salary of \$11,240.00 5-0.
Fin. Com: Not Recommended 7-0

Article 33. To see if the Town will vote to raise and appropriate or transfer from available funds, a sum of money for leasing with an option to purchase, leasing only, or purchasing a rubber-tired, front-end loader for use in the operation of the Town's Sanitary Landfill Facility and Highway Maintenance Department, or take any action

relative thereto.

By Board of Selectmen

Sel: Approved 3-0

Pers. Bd:

Fin. Com: Recommended 9-0

Article 34. To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money, to purchase a typewriter for use in the Selectmen's Department, or take any action relative thereto.

By Board of Selectmen

Sel: Approved 3-0

Pers. Bd:

Fin. Com: Recommended 8-1 \$1,100.00

Article 35. To see if the Town will vote to authorize the Town Treasurer with the approval of the Board of Selectmen, to borrow money from time to time in anticipation of the revenue and/or reimbursements of the fiscal year beginning July 1, 1983 in accordance with the provisions of the General Laws, Chapter 44, Section 4, and to issue a note or notes as with General Laws, Chapter 44, Section 17.

By Treasurer

Sel: Approved 3-0

Fin. Com: Recommended 7-0

Article 36. To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money for the purchase of a 5 - 7 cubic yard dump truck for the use of the Highway Maintenance Department, or take any action relative thereto.

By Highway Surveyors

Sel: Approved 3-0

Fin. Com: Recommended 8-1 \$38,156.00

Article 37. To see if the Town will vote to raise and appropriate or transfer from available funds \$3,000.00 for the purpose of contracting for street sweeping services under the direction of the Highway Maintenance Department, or take any action relative thereto.

By Highway Surveyors

Sel: Approved 3-0

Fin. Com: Recommended 9-0 for safety reasons.

Article 38. To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money for the purpose of

purchasing a Lawn Tractor for the use of Highway Maintenance Department, or take any action relative thereto.

By Highway Surveyors

Sel: Approved 3-0

Fin. Com: Recommended 8-1

Article 39. To see if the Town will vote to raise and appropriate or to transfer from available funds in the Treasury, \$34,927.00 for road maintenance, construction and improvements to be used as the Towns share for state aided road projects for Fiscal Year 1980-1981-1982, or take any action relative thereto.

By Highway Surveyors

Sel: Approved 3-0

Fin. Com: Recommended 9-0

Article 40 To see if the Town will vote to raise and appropriate, or transfer from available funds in the Treasury, the sum of \$28,778.00 for road maintenance, construction and improvements in anticipation of reimbursement of the State-aided road projects for Fiscal Year 1983, or take any action relative thereto.

By Highway Surveyors

Sel: Approved 3-0 - \$28,778.00, transfer \$21,583.00, and raise and appropriate \$7,195.00

Fin. Com: Recommended 9-0

Article 41. To see if the Town will vote to raise and appropriate or to transfer from available funds a sum of money for maintenance and repairs at Rock Harbor, or take any action relative thereto.

By Board of Selectmen

Sel: Approved 3-0 - \$5,000.00

Fin. Com: Recommended 9-0

Article 42. To see if the Town will vote to raise and appropriate or to transfer from available funds in the Treasury, a sum of money to contract for professional services to design improvements at Rock Harbor, or take any action relative thereto.

By Board of Selectmen

Sel: Approved 3-0 - \$5,000.00

Fin. Com: Recommended 8-0-1 - \$5,000.00

Article 43. To see if the Town will vote to raise and appropriate or to transfer from available funds in the Treasury a sum of money for the purpose of building a temporary unloading dock at Rock Harbor, or

take any action relative thereto.

By Board of Selectmen

Sel: Approved 3-0 - \$2,500.00

Fin. Com: Recommended 8-0-1 - \$2,500.00

Article 44. To see if the Town will accept and adopt the private way known as Wamsutta Road which is between Aspinet Road and North Sunken Meadow Road as shown on a plan of land recorded in the Barnstable County Registry of Deeds, Plan Book 327, Page 43, Plan Book 328, Page 42, and Plan Book 328, Page 41, as a Town way, or take any action relative thereto.

By Frank Szedlak, et als.

Sel: Approved 3-0

Fin. Com: Recommended 8-0-1

Article 45. To see if the Town will vote to instruct the Selectmen to layout and present to a future Town Meeting that part of Hay Road between Governor Prence Road and Bridge Road, or take any action relative thereto.

By Dan C. Elliot, et als.

Sel: Approved 3-0

Fin. Com: Recommended 7-2

Article 46. To see if the Town will vote to instruct the Selectmen to layout a portion of a private road known as Pine Woods Road, from Hay Road to Foxwood Drive approximately 300 feet, more or less, as shown on Land Court Plan 155122-I filed in the Land Registration Office, a copy of which is filed in Barnstable County Registry of Deeds in Land Registration, Book 252, Page 64, with Certificate of Title No. 32374; and a portion of Foxwood Drive from Pinewoods Rd. to South Eastham Street approximately 600 feet as shown on a plan recorded in Barnstable County Registry of Deeds Plan Book 234, Page 89, entitled "Foxwood, Subdivision of land in Eastham, Bayland Realty Trust," by Nickerson and Berger, February 2, 1970, or take any action relative thereto.

By Board of Selectmen

Sel: Approved 2-1

Fin. Com: Recommended 8-1

Article 47. To see if the Town will vote to raise and appropriate or transfer from available funds in the Treasury, a sum of money for engineer professional to lay out those portions of Hay Road, Pine Woods Road, and Foxwood Drive as described in the previous articles,

or take any action relative thereto.

By Board of Selectmen

Sel: Approved 2-1

Fin. Com: Recommended 7-2 \$4,350.00

Article 48. To see if the Town will vote to amend the present By—
Laws entitled “Vehicles on Beaches,” Section 3. by deleting the date
June 30, 1983 and inserting in place thereof the date June 30, 1984, or
take any action relative thereto.

By Board of Selectmen

Sel: Approved 3-0

Fin. Com: Recommended 7-0

Article 49. To see if the Town will vote to authorize the Board of
Selectmen to issue non-transferable seasonal vehicle identification
stickers for use at parking lots on certain town-owned lands, as
specified by the Board of Selectmen, such stickers to be issued to the
taxpayers of the town at no cost to them, to their guests at a cost to
them of \$5.00 and to all others a cost to them of \$5.00 per day and
transfer \$36,655.00 from the Beach Fund Account for FY-1984 for the
purpose of purchasing stickers, providing clerical hire, maintenance,
and policing the specified town-owned land and that all monies
received from said stickers shall go into a fund known as the Beach
Fund Account, said fund to be reserved for future appropriation for
beach expenses and maintenance, or take any action relative thereto.

By Board of Selectmen

Sel: Approved 3-0

Fin. Com: Recommended 7-0

Article 50. To see if the Town will vote to raise and appropriate or
transfer from available funds in the Treasury to repair the base station
radio and encoder for the Fire Department a sum of money, or take any
action relative thereto.

By Fire Department

Sel: Aproved 3-0 Transfer \$1,420.00 from Ambulance Account.

Fin. Com: Recommended 9-0 Transfer \$1,420.00 from Ambulance
Account.

Article 51. To see if the Town will vote to raise and appropriate or
transfer from available funds in the Treasury a sum of money to
purchase two (2) portable radios and (4) Motorola replacement pagers
for the Fire Department, or take any action relative thereto.

By Fire Department

Sel: Approve 3-0 Transfer 3,996.00 from Ambulance Account.
Fin. Com: Recommended 8-1 Transfer \$3,996.00 from Ambulance Account.

Article 52. To see if the Town will vote to raise and appropriate or transfer from available funds in the Treasury a sum of money, to repair Fire Department Engine No. 1, or take any action relative thereto.

By Fire Department

Sel: Not recommended
Fin. Com: Recommended 8-1 \$3,000.00 for plumbing repairs only.

Article 53. To see if the Town will vote to raise and appropriate, or transfer from available funds in the Treasury a sum of money, to purchase (4) positive pressure Scott Air Packs, or take any action relative thereto.

By Fire Department

Sel: Approved 3-0
Fin. Com: Recommended 8-1 \$3,000.00

Article 54. To see if the Town will vote to raise and appropriate, or transfer from available funds a sum of money to insure and operate, accept as a gift or loan one (1) County Brushbreaker, a 1961 Maxim and raise and appropriate or transfer from available funds a sum of money to operate and insure said vehicle to be housed in the Eastham Fire Department, or take any action relative thereto.

By Fire Department

Sel: Approved 3-0
Fin. Com: Recommended 9-0 \$1,861.00

Article 55. To see if the Town will vote to pass a By-Law which reads as follows: "It shall be prohibited to transfer any Class A or B flammable liquid from one container to another, by means of an internal combustion driven pump, without prior written permission from the Chief of the Fire Department. This By-Law shall be punished by a fine not to exceed Two Hundred Dollars (\$200.00) for each offense.", or take any action relative thereto.

By Fire Department

Sel: Approved 3-0
Fin. Com: Recommended 7-0

Article 56. To see if the Town will vote to raise and appropriate or transfer from available funds \$1,405.00 to pay for the Services of Cape and Islands Medical Services, or take any action relative thereto.

By Fire Department

Sel: Approved 3-0

Fin. Com: Recommended 7-0

Article 57. To see if the Town will vote to raise and appropriate or to transfer from available funds \$1,000.00 to pay for the services of Cape Cod Child Development Program, Inc., or take any action relative thereto.

By Cape Cod Child Development Program, Inc.

Sel: Approved 3-0

Fin. Com: Recommended 6-3

Article 58. To see if the Town will vote to raise and appropriate or to transfer from available funds \$550.00 to pay for the services of Cape Cod Council on Alcoholism, Inc., or take any action relative thereto.

By Cape Cod Council on Alcoholism, Inc.

Sel: Approved 3-0

Fin. Com: Not Recommended 8-1

Article 59. To see if the Town will vote to raise and appropriate or to transfer from available funds \$4,305.00 to pay for the services of Nauset Workshop, Inc., or take any action relative thereto.

By Nauset Workshop

Sel: Approved 3-0

Fin. Com: Recommended 6-3 \$3,000.00

Article 60. To see if the Town will vote to raise and appropriate funds in the amount of \$11,793.60 to pay for the services of Lower Cape Human Services Committee, Inc., or take any action relative thereto.

By Lower Cape Human Services Committee, Inc.

Sel: Not Approved 3-0

Fin. Com: Not Recommended 9-0

Article 61. To see if the Town will vote to raise and appropriate or to transfer from available funds \$2,039.00 to pay for the services of the Cape Cod Family and Children's Services, Inc., or take any action relative thereto.

By Cape Cod Family and Childrens Services, Inc.

Sel: Not Approved 2-1

Fin. Com: Not Recommended 8-1

Article 62. To see if the Town will recommend that a committee be appointed to study the overall question of noise pollution as a

detriment to the general health and well-being. Subjects to be addressed include, but are not necessarily limited to:

1. Whether the use of automobile horns (especially air - horns) should be restricted.
2. Whether the use of chain saws and/or power lawn mowers should be prohibited on Sundays.
3. Whether owners are responsible for insuring that their dogs do not indulge in incessant, unrestrained barking.

Committees recommendations should be presented as separate article so that they may be voted upon individually and should include recommended penalties for the first and subsequent violations., or take any action relative thereto.

By Request

Sel: Not Approved 3-0

Fin. Com: Recommend indefinite postponement 7-0

Article 63. To see if the Town will vote to affirm and acknowledge its intention to share equally, subject to subsequent town meeting appropriation, in the local share of Phase III Construction Expenses for the proposed septage receiving and treatment facility thereby continuing the Town's rights to the equal usage of the same with the Towns of Orleans and Brewster; and to further this purpose, authorize the Selectmen to enter into agreements with the Towns of Orleans and Brewster with respect to the participation by such towns in the project; and upon the receipt of final Phase III Construction Expenses, to present an Article to the Town for final approval and appropriation of funds; or to take any action relative to the foregoing matters.

By Board of Selectmen

Sel: Approve 3-0

Fin. Com: Recommended 7-0

Article 64. To see if the Town will vote to raise and appropriate or transfer from available funds money to add to the Stabilization Funds set forth in Chapter 40, Section 5B of the General Laws, or take any action relative thereto.

By Finance Committee

Sel: Recommendation to be made at Town Meeting.

Fin. Com: Recommendation to be made at Town Meeting.

Article 65. To see if the Town will vote to transfer and appropriate a sum of money from unappropriated funds in the Treasury for the purpose of stabilizing the tax rate, or take any action relative thereto.

By Board of Selectmen

Sel: Recommendation to be made at Town Meeting.

Fin. Com: Recommendation to be made at Town Meeting.

Article 66. To see if the Town will vote to authorize the Board of Selectmen to expand the area for contracted water services with the Town of Orleans, or take any action relative thereto.

By Board of Selectmen

Sel: Approved 3-0

Fin. Com: Recommended 7-0

Article 67. To see if the Town will vote to raise and appropriate or to transfer from available funds or to transfer from the stabilization funds a sum of money for repair and maintenance of town-owned roads, or take any action relative thereto.

By Highway Surveyors

Sel: Recommendation to be made at Town Meeting.

Fin. Com: Recommendation to be made at Town Meeting.

Article 68. To hear the reports of committees and to do or act on anything which may legally come before this meeting.

By Anonymous

You are hereby directed to serve this Warrant by posting attested copies thereof at the Post Office in Eastham and the Post Office in North Eastham seven days at least before the date of holding said meeting.

Hereof, fail not and make due return of this Warrant and your doings thereon to the Town Clerk at the time and place of holding said meeting.

Given under our hands and seals this Twentieth day of April, Nineteen Hundred and Eighty-Three.

HOWARD W. QUINN, Chairman
RUDOLPH E. ZANNONI
WALLACE RUCKERT
Board of Selctmen

Lillian Lamperti
Town Clerk
Eastham, Ma.

Greetings:

In pursuant to the conditions of the foregoing warrant I have posted one copy in the Post Office Eastham, and one copy in the Post Office, N. Eastham, seven days before said meeting.

MARION HAWKES, Constable

**ANNUAL TOWN MEETING
MINUTES
MAY 2,1983**

Pursuant to the provisions of the foregoing warant, the voters assembled in the Nauset Regional High School Auditorium, and there being a quorum present, the meeting was called to order by the Moderator, Ralph L. Earle at 7:00 P.M.

The call and service of the town meeting were read by the Town Clerk and there being no objections, the reading of the articles was omitted.

Norris Shook and Vincent Scrivani were appointed tellers and sworn to the faithful performance of their duties by the moderator.

Article 1. Voted: To transfer \$1,325.43 to the Library Expense Account from the refunded dog tax.

Unanimous Voice Vote

Article 2. Voted: To transfer and appropriate \$1,736.00 received from the Commonwealth for the use of the Eastham Public Library to be available to the Trustees for the purchase of books, and audio-visual materials in conformance with provisions of Section 10A and 19B, Chapter 78 of the General Laws of the Commonwealth as amended by Chapter 636 Acts of 1970.

Unanimous Voice Vote

Article 3. Voted: To establish an Eastham Public Library Building Committee of five persons: two persons to be appointed by the Selectmen; two persons to be appointed by the Trustees of the Eastham Public Library; and one person to be appointed by the Moderator. The committee is to consider the physical needs to expand the Library and report to the Town its conclusions and proposals.

Unanimous Voice Vote

Article 4. Voted: To indefinitely postpone having the Eastham Public Library establish a Building Fund, gifts and income of which would be held in trust until needed to finance, in whole or in part, expansion of the present Library building.

Postponed Unanimous Voice Vote

Article 5. Voted: To assume liability in the manner provided by Sections 29 and 29A of Chapter 91 of the General Laws, as most recently amended, for all damages that may be incurred by the Department of Environmental Quality Engineering of Massachusetts for the improvement, development, maintenance and protection of tidal and non-tidal rivers and streams, great ponds, harbors tidewaters, foreshores and shores along a public beach, (Including the Merrimack and Connecticut Rivers), in accordance with Section 11 of Chapter 91 of the General Laws, and authorize the Selectmen to execute and deliver a bond of indemnity therefore to the Commonwealth.

Unanimous Voice Vote

Article 6. Voted: To raise and appropriate \$346.40 for Greenhead Fly Control as authorized by Section 24, Chapter 252 of the General Laws, and authorize the Town Treasurer to pay said appropriation into the State Treasury.

Unanimous Voice Vote

Article 7. Voted: To authorize the Board of Seletmen to grant an easement to the New England Telephone and ComElectric for telephone and electric lines across one section of the Town Hall parking lot, as shown on a sketch plan dated April 1, 1983, a copy of which is on file with the Town Clerk.

Unanimous Voice Vote

Article 8. Voted: To enter into a joint agreement with the Nauset Regional School District under Chapter 7, Section 22B of the Massachusetts General Laws for a collective purchase agreement to dispense gasoline from the town owned gasoline pumps.

Unanimous Voice Vote

Article 9. Voted: To accept as a gift an area of land containing 1,310 square feet, more or less, and being Lot 18, "Area Reserved for Roadway Purposes," as shown on plan entitled Plan Showing a Subdivision of Land in Eastham, Ma, prepared for Capowack Trust (Margar A. Erickson, Trustee) Scale 1" - 40 feet, 25 January 1982, Nickerson and Berger, Inc., P.E. 8 (and sign) R.S.L. Orleans, Ma. recorded with Barnstable County Registry of Deeds in Plan Book 366, Page 94.

Unanimous Voice Vote

Article 10. Voted: To raise and appropriate \$36,000.00 to continue the conversion of present property assessed values to current full and fair market value.

Majority Voice Vote

Article 11. Voted: To raise and appropriate \$18,300.00 for the purchase and equipping of two (2) 1984 Police Cruisers with two (2) 1983 Police Cruisers used in trade.

Majority Voice Vote

Article 12. Voted: To Amend Line Item 55. to read \$10,000.00 and Item 56. to read \$598.00 and further to transfer and appropriate \$106,851.60 from Federal Revenue Sharing Accounts for Police Salaries, transfer and appropriate from the overlay surplus \$76.14 to the Reserve Fund transfer and appropriate \$1,498.44 from the Olde Mill Operating Account to the Olde Mill Salary, transfer and appropriate \$1,422.35 from the Waterways Management Fund to the Harbors and Landing Salary, transfer and appropriate from the Ambulance Fund \$2,500.00 to the Fire Expense Acct. and raise and appropriate \$2,872,259.12 for the remaining budget amount.

Unanimous Voice Vote

Article 13. Voted: To fix the salary and compensation of all elective officers of the Town as provided by Section 108, Chapter 41, General Laws as amended, and to raise and appropriate \$64,250.00 for salaries.

Unanimous Voice Vote

Article 14. Voted: To Indefinitely postpone increasing the Town's share of Group Health Insurance payments.

Unanimous Voice Vote

Article 15. To amend the Personnel By-Law, Section XII Appendix A “Full-Time Position and Merit Compensation Plan” deleting said plan in its entirety and inserting in place thereof the following: Section XII Appendix A at 7% Minimum and to raise and appropriate \$44,219.09 for said purpose.

Unanimous Voice Vote

It was voted to accept this pay scale as printed and to add an additional 8% cost of living instead of 7% to the Firefighter/Paramedic compensation. Page Fifteen of warrant.

Article 16. Voted: To amend the Personnel By-Law, Section XII, Appendix B “Part-Time Position Titles and Compensation Plan” deleting said plan in its entirety and inserting in place thereof the following: Appendix B, Appendix C, & Appendix D. To Raise and appropriate \$10,782.67 to fund said plan.

Unanimous Voice Vote

Article 17. Voted: To indefinitely postpone this article. (see warrant).

Majority Voice Vote

Article 18. Voted: To indefinitely postpone this article.

Unanimous Voice Vote

Article 19. Voted To amend the Personnel By-Law by adding to Section I “Employment Policy,” 1.3.1. A regular Full-time or regular Part -time employee may, during the period of his appointment, be dismissed either because he/she is unsatisfactory on the job or has violated Town policies or regulations. Before dismissing an employee, efforts shall be made to correct the situation by counseling, verbal reprimand or writtten warning. The Department Head must give the employee notice of unsatisfactory performance and that unless said performance is improved progressive disciplinary action or dismissal may follow. However certain circumstances may warrant immediate disciplinary action or dismissal when it is considered by the Department Head and the Board of Selectmen to be in the best interests of the Town.

Action for dismissal shall be initiated by the Department Head, who will submit his recommendations to the Personnel Board. The Board may accept the recommendations on the basis of the information supporting it or may request the employee to appear before it.

A Regular Employee suspended, demoted or discharged for cause shall have the right to appeal this action to the Personnel Board and if he/she elects, to respond to the charges which are the basis of the suspension, demotion, or discharge at a public hearing. The Board shall render it's recommendation within ten (10) working days in writing.

If an employee is not satisfied with the Personnel Board recommendation he/she may appeal to the Board of Selectmen in writing. The Selectmen shall give its decision in writing within (5) days to the employee.

The appointing authority rests with the Board of Selectmen who full authority to appoint or not appoint employees.

Unanimous Voice Voted

Article 20. Voted: To amend the Personnel By-Law by adding to Section I "Employment Policy," 1.3.2. It shall be the policy of the Town of Eastham to give individual employees the opportunity to discuss their grievances with their supervisors in order to mutually satisfactory solutions. Employees are assured of freedom from restraint, interference, discrimination or reprisals. If the grievance remains unresolved after thirty (30) days, the grievant may request a hearing before the Personnel Board. The Board shall render its recommendation within ten (10) working days in writing. If an employee is not satisfied with the Personnel Board recommendations he/she may appeal to the Board of Selectmen. The Selectmen shall give its decision in writing to the employee within five (5) working days.

Unanimous Voice Vote

Article 21. Voted: To amend the Personnel By-Law by adding to Section III "Employment Policy," 3.1.3. have access to all information, records, and other data of all departments of the Town relating to Personnel matters, other than the School Department, said information to be furnished by said departments upon request.

Unanimous Voice Vote

Article 22. Voted: To amend the Personnel By-Law by adding Section VII "Maternity Leave" 7.1.4. All regular Full-time and regular Part-time employees who have been employed by the Town continuously for six (6) month may be granted sick leave and/or leave of absence for a period not to exceed eight weeks (8) for the purpose of giving birth.

Unanimous Voice Vote

Article 23. Voted: To amend the Personnel By-Law by changing Section VII "Bereavement Leave" 7.2. In the event of a death occurring in the immediate family of a regular "Full-time" or regular Part-time employee, he/she may be granted bereavement leave without loss of pay, up to a maximum of three regular work days, for the purpose of this section, the "Immediate Family" shall be the employee's spouse, parents, parents-in-law, grandparents, brother, sister and children or any relative living within the employee's domicile.

Unanimous Voice Vote

Article 24. Voted: To amend the Personnel By-Law by adding to Section VII "Personal Leave," 7.4. A Full-time employee with six months or more of continuous service shall be eligible to receive two (2) days off with pay per fiscal year to attend to personal matters which cannot be practically scheduled on the employee's own time, provided that he has sufficient days in his sick leave credit as specified in this section. Both days are to be charged to his sick leave credit. A Personal Day shall be granted to regular Part-time employees at one-half ($\frac{1}{2}$) the rate granted Full-time personnel. Personal Days are not accumulative and may be taken only with prior approval of the Department Head and shall not be taken to extend vacations or immediately prior to or following a holiday, day off, or vacation.

Majority Voice Vote

Article 25. Voted: To amend the Personnel By-Law by adding to Section VII "Jury Duty Leave," 7.5. A regular Full-time or regular Part-time employee required to serve on a jury and thus having to be absent from his regular duty, shall upon application be paid the difference between the work week from the Town, upon presentation of a certified record of Jury Duty pay granted.

Unanimous Voice Vote

Article 26. Voted: To amend the Personnel By-Law by adding to Section VII "Military Reserve Leave" 7.6. A regular Full-time or regular Part-time employee who is a member of the National Guard or in the military services and who is required to fulfill his military training obligation by a tour of active duty, shall upon application be paid the difference between the compensation received from military pay including allowances for meals and quarters and the employees regular pay for normal hours. This shall be limited to a period not to exceed two weeks.

Unanimous Voice Vote

Article 27. Voted: To indefinitely postpone this article. (see warrant).

Unanimous Voice Vote

Article 28. Voted: To amend the Personnel By-Law by adding Section IX 9.1.2. It is not permissible to accept any other employment during such a leave and employees who do not return at the pre-determined time of the expiration of their leave of absence shall be considered terminated of their own volition. Paid holidays occurring during an employee’s leave of absence are forfeited but group insurance coverage may continue as provided for in the Plan.

Unanimous Voice Vote

Article 29. Voted: To indefinitely postpone this article (see warrant).

Unanimous Voice Vote

Article 30. Voted: To amend the Personnel By-Law by deleting the present Section XI 11.1.4 and substituting the following: Increments limited: Not more than one step-rate increase shall be granted within one Fiscal Year. An employee who demonstrates consistent and exceptional personal application to his position’s responsibilities may be eligible, once in a fiscal year, for one additional step increase, within the salary schedule, upon the recommendation of the Department Head, Board of Selectmen and with prior approval of the Personnel Board.

Majority Voice Vote

Article 31. Voted: To amend the Personnel By-Law Section XII, Appendix B, “Part-time Position Titles and Compensation Plan” to add title:

COMMUNITY LIAISON
Minimum

1st year	2nd year	3rd year	4th year	5th year
4.46	4.64	4.83	5.02	5.22

further to raise and appropriate \$4,407.00 to fund this position.

Unanimous Voice Vote

Article 32. Voted: To amend the Personnel By-Laws to add a Full-time dog officer position. Indefinitely postponed.

Unanimous Voice Vote

Article 33. Voted: To authorize the Board of Selectmen to lease with option to purchase a rubber tired front end loader for use in the Town Sanitary Landfill Facility and Highway Department uses and further transfer and appropriate from line item #50 of Article 12 of this meeting, \$32,833.50 to cover contracted expenses including operating cost and maintenance expenses for fiscal 1984 and to further transfer \$2086.50 from line Item #50 to line item #49-Sanitary Landfill salary.
Unanimous Voice Vote

Article 34. Voted: To raise and appropriate \$1,100.00 to purchase a typewriter for use in the Selectmen's Dept.
Unanimous Voice Vote

Article 35. Voted: To authorize the Town Treasurer with the approval of the Board of Selectmen, to borrow money from time to time in anticipation of the revenue and/or reimbursements of the fiscal year, beginning July 1, 1983 in accordance with provisions of the General Laws, Chapter 44, Section 4, and to issue a note or notes as with General Laws, Chapter 44, Section 17.
Unanimous Voice Vote

Article 36. Voted: To raise and appropriate \$38,156.00 to purchase a 5-7 cubic yard dump truck for the use of the Highway Maintenance Dept.
Majority Voice Vote

Article 37. Voted: To raise and appropriate \$3,000.00 for contracting for street sweeping services under the direction of the Highway Maintenance Dept.
Majority Voice Vote

Article 38. Voted: To raise and appropriate \$3,683.00 to purchase a Lawn Tractor for the use of Highway Maintenance Dept.
Passed by Hand Count

117 Yes 75 No

Article 39. Voted: To raise and appropriate \$34,927.00 for road maintenance, construction and improvements to be used as the Towns share for state-aided road projects for Fiscal Year 1980-1981-1982.
Majority Voice Vote

Article 40. Voted: To transfer from available funds \$21,583.00 and raise and appropriate \$7,195.00 for road maintenance, construction and improvements in anticipation of reimbursement of the State-aided road projects for Fiscal Year 1983.

Unanimous Voice Vote

Article 41. Voted: To raise and appropriate \$5,000.00 for maintenance and repairs at Rock Harbor.

Majority Voice Vote

Article 42. Voted: To raise and appropriate \$5,000.00 to contract for professional services to design improvements at Rock Harbor.

Majority Voice Vote

Article 43. Voted: To raise and appropriate \$2,500.00 for the purpose of building a temporary unloading dock at Rock Harbor.

Majority Voice Vote

Article 44. Voted: To accept the private way known as Wamsutta Road which is between Aspinet Road and North Sunken Meadow Road as shown on a plan of land recorded in the Barnstable County Registry of Deeds, Plan Book 327, Page 43, Plan Book 328, Page 42, and Plan Book 32B, Page 41, as a Town Way.

Unanimous Voice Vote

Article 45. Voted: To indefinitely postpone this article. (see warrant).

Unanimous Voice Vote

Article 46. Voted: To instruct the Selectmen to Layout a portion of a private road known as Pine Woods Road, from Hay Road to Foxwood Drive approximately 300 feet, more or less as shown on Land Court Plan 155122-I filed in the Land Registration Office, a copy of which is filed in the Barnstable County Registry of Deeds in land Registration, Book 252, Page 64, with Certificate Title #32374; and a portion of Foxwood Drive from Pine Woods Road to South Eastham Street, approximately 600 feet as shown on a plan recorded in Barnstable County Registry of Deeds Plan Book 234, Page 89, entitled "Foxwood, Subdivision of land in Eastham, Bayland Realty Trust," by Nickerson and Berger, February 2, 1970.

Passed by 2/3 Hand Count

113	Yes	50	No
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Article 47. Voted: To raise and appropriate \$4,350.00 (\$2,850.00 Hay Road Portion - \$1,500.00 Foxwood Road Portion) for engineering services to lay out those portions of Hay Road, Pine Woods Road and Foxwood Drive as described in the previous articles.

Passed by 2/3 Hand Count

122 Yes 31 No

Article 48. Voted: To amend the present By-Laws entitled "Vehicles on Beaches," Section 3. by deleting the date June 30, 1983 and inserting in place thereof the date June 30, 1984.

Unanimous Voice Vote

Article 49. Voted: To authorize the Board of Selectmen to issue non-transferrable seasonal vehicle identification stickers for use at parking lots on certain town-owned lands, as specified by the Board of Selectmen, such stickers to be issued to the taxpayers of the town at no cost to them, to their guests at a cost to them of \$5.00 and to all others at a cost to them of \$5.00 per day and transfer \$36,655.20 from the Beach Fund Account for FY-1984 for the purpose of purchasing stickers, providing clerical hire, information, maintenance, and policing the specified town-owned land and that all monies received from said/fund to be reserved for future appropriation for beach stickers shall go into a fund known as the Beach Fund Acct. said expenses and maintenance.

Majority Voice Vote

Article 50. Voted: To transfer \$1,420.00 from the Ambulance Acct. to the Base Station and encoder accts. to repair said items.

Unanimous Voice Vote

Article 51. Voted: To transfer from Ambulance Acct. \$3,996.00 to Portable radio and Pager Acct. to purchase and replace these items.

Unanimous Voice Vote

Article 52. Voted: To raise and appropriate \$3,000.00 to repair Fire Department Engine No.1.

Unanimouse Voice Vote

Article 53. Voted: To raise and appropriate \$3,000.00 to purchase(4) positive pressure Scott Air Packs.

Unanimous Voice Vote

Article 54. Voted: To raise and appropriate \$1,861.00 to insure and operate, accept as a gift or loan one (1) County Brushbreaker, a 1961 Maxim.

Majority Voice Vote.

Article 55. Voted: To pass a By-Law which reads as follows: "It shall be prohibited to transfer any Class A or B flammable liquid from one container to another, by means of an internal combustion driven pump, without prior written permission from the Chief of the Fire Department. This By-Law shall be punished by a fine not to exceed Two hundred dollars (\$200.00) for each offense."

Unanimous Voice Vote

Article 56. Voted: To raise and appropriate \$1,405.00 to pay for the Services of Cape and Islands Medical Services.

Unanimous Voice Vote

Article 57. Voted: To raise and appropriate \$1,000.00 to pay for the services of Cape Cod Child Development Program.

Majority Voice Vote

Article 58. Voted: To raise and appropriate \$550.00 for services of Cape Cod Council on Alcoholism, Inc.

		Hand Count
73	Yes	66
		No

Article 59. Voted: To raise and appropriate \$4,305.00 to pay for the services of Nauset Workshop, Inc.

Majority Voice Vote

Article 60. Voted: Not to pay for the services of Lower Cape Human Services Committee, Inc.

Majority Voice Vote

Article 61. Voted: To raise and appropriate \$2,039.00 for the services of the Cape Cod Family and Children's Services, Inc.

Majority Voice Vote

Article 62. Voted: To indefinitely postpone this article. (see warrant).

Unanimous Voice Vote

Article 63. Voted: To affirm and acknowledge the Towns intention to share equally, subject to subsequent town meeting appropriation, in the local share of Phase III Construction Expenses for the proposed septage receiving and treatment facility thereby continuing the Town’s rights to the equal usage of the same with the Towns of Orleans and Brewster; and to further this purpose, authorize the Selectmen to enter into agreements with the Towns of Orleans and Brewster with respect to the participation by such towns in the projects; and upon the receipt of final Phase III Construction Expenses, to present an Article to the Town for final approval and appropriation of funds.

Unanimous Voice Vote

Article 64. Voted: To raise appropriate \$25,000.00 to add to the Stabilization Fund set forth in Chapter 40, Section 5B of the General Laws.

Majority Voice Vote

Article 65. Voted: To indefinitely postpone this article. (see warrant).

Unanimous Voice Vote

Article 66. Voted: To authorize the Board of Selectmen to expand the area for contracted water services with the Town of Orleans.

Majority Voice Vote

Article 67. Voted: To raise and appropriate \$15,000.00 from the stabilization fund for repair and maintenance of Town-owned roads.

Majority Voice Vote

RESOLUTION

Whereas: We have voted to raise and appropriate the funds deemed necessary for the operation of the Town of Eastham for fiscal 1984.

Therefore: We the citizens assembled at the Annual Town Meeting recommend to the voters of said town, a positive vote on Ballot Question #3 at the Annual Town Election to be held at the Eastham Town Hall Tuesday, May 17, 1983.

Passed by Unanimous Voice Vote

RESOLUTION

- Whereas:** The Nuclear Crisis Relocation Plan developed for the Town of Eastham, by the Massachusetts Civil Defense Agency proposes the evacuation of 16,000 residents of the Town of Fairhaven to the Town of Eastham, in the event of a nuclear attack.
- Therefore:** We the citizens assembled at the Annual Town Meeting in Eastham, reject the States Nuclear Crisis Relocation Plan, finding it creates an illusion of safety and is unrealistic and unworkable, and
- Therefore:** Further resolve to inform the President of the United States President Reagan, as well as Senators Kennedy and Tsongas, Representative Studds, Governor Michael Dukakis, the Massachusetts Civil Defense Agency, Senator Paul Doane, and Representative Howard C. Cahoon, by the Town Clerk, of our actions regarding this matter.

Passed by Unanimous Voice Vote

RESOLUTION

- Whereas:** The major cause of acid rain, sulfur dioxide emission, which is harmful to the environment and economy of Eastham, and to the health and welfare of the citizens of Eastham, Massachusetts,
- Therefore:** We the citizens assembled at the Annual Town Meeting in Eastham do go on record in support of immediate action by the United States Government to control and reduce acid rain, and
- Therefore:** Further resolve to inform the President of the United States, President Reagan, as well as Senators Kennedy and Tsongas, and Representative Studds, by the Town Clerk, of our actions regarding this matter.

Passed by Unanimous Voice Vote

There being no objections the reading of the minutes was omitted.

There being no further business to come before Town Meeting, the meeting was dissolved at 11.20 P.M.

A True Copy Attest:

Lillian Lamperti
Town Clerk

SPECIAL TOWN MEETING WARRANT

The Commonwealth of Massachusetts

Barnstable,ss.

To Marion Hawkes, Constable of the Town of Eastham, in the County of Barnstable:

In the name of the Commonwealth of Massachusetts you are hereby directed to notify and warn the inhabitants of said Town qualified to vote in Elections and Town affairs to meet at the Nauset Regional High School Auditorium on Tuesday, May 3, 1983 at 7:00 P.M. in the evening, then and there to act on the following articles in this Warrant.

Article 1. To see if the Town will vote to authorize the Board of Selectmen to exchange a parcel of Town-owned land lying between Chester Avenue and Walnut Avenue in Eastham, and being shown as Lots 3,4,22, and 23 in Block 15 of the Eastham Assessors Maps, which lots were acquired by tax taking for one lot of land owned by Virginia L.Perrin and Beverly A. Savoli which land is shown as Lot 9 Land Court Plan 13766G and being further described in Certificate of Title 65100 and further being shown as Lot 2E, Block 23, Eastham Assessors Map excluding the structures thereon, or take any action relative thereto.

By Board of Selectmen

Sel:

Fin. Com:

Article 2. To see if the Town will vote to transfer from available funds a sum of money to the Interest Expense Account, or take any action relative thereto.

By Board of Selectmen

Sel:

Fin. Com:

Article 3. To see if the Town will vote to transfer from available funds a sum of money to the Engineering Services Account, or take any action relative thereto.

By Board of Selectmen

Sel:

Fin. Com:

Article 4. To see if the Town will vote to transfer from available funds a sum of money to the Legal Services Account, or take any action relative thereto.

By Board of Selectmen

Sel:

Fin. Com:

Article 5. To see if the Town will vote to transfer the sum of \$14,918.05 received from the Commonwealth for the use of the Natural Resources Department to be available for the propagation and protection of the shellfish located in the waters of Eastham, or take any action relative thereto.

By Board of Selectmen

Sel:

Fin. Com:

Article 6. To see if the Town will vote to transfer from the Ambulance Fund \$2,252.00 for the purchase of medical supplies for the Ambulance, or take any action relative thereto.

By Fire Department

Sel:

Fin. Com:

Article 7. To see if the Town will vote to transfer from available funds the sum of \$954.72 to the Town Insurance - Town Protection Account, or take any action relative thereto.

By Board of Selectmen

Sel:

Fin. Com:

Article 8. To see if the Town will vote to transfer from available funds the sum of \$4,000.00 to the Veterans Services Benefits Account, or take any action relative thereto.

By Board of Selectmen

Sel:
Fin. Com:

Article 9. To see if the Town will vote to recind the votes taken at the:

- Annual Town Meeting of May 7, 1979, Article 45
- Annual Town Meeting of May 5, 1980, Article 10.
- Special Town Meeting of October 27,1980, Articles 1. and 2.
- Annual Town Meeting of May 4, 1981, Article 25.
- Annual Town Meeting of May 3, 1982, Article 25. and 26.

or take any action relative thereto.

By Board of Selectmen

Sel:
Fin. Com:

Article 10. To hear the reports of committees and to do or act on anything which may legally come before this meeting.

By Anonymous

You are directed to serve this Warrant by posting attested copies thereof at the Post Office in Eastham and the Post Office in North Eastham fourteen days at least before the date of holding said meeting.

Hereof, fail not make due return of this Warrant and you doings thereon to the Town Clerk at the time and place of holding said meeting.

Given under our hands and seals this Eighteenth day of April in the year of our Lord, One Thousand Nine Hundred and Eighty-Three.

HOWARD W. QUINN, Chairman
RUDOLPH E. ZANNONI
WALLACE RUCKERT
Board of Selectmen

Lillian Lamperti
Town Clerk
Eastham, Ma.

Greetings:

In pursuant to the conditions of the foregoing warrant I have posted one copy in the Post Office, Eastham, and one copy in the Post Office, N. Eastham, seven days before said meeting.

4/15/83
MARION HAWKES
Constable

SPECIAL TOWN MEETING MINUTES MAY 3, 1983

Pursuant to the provisions of the foregoing warrant, the voters assembled in the Nauset Regional High School Auditorium, and there being a quorum present, the meeting was called to order by the Moderator, Ralph L. Earle at 7:00P.M.

The call and service of the town meeting were read by the Town Clerk and there being no objections, the reading of the articles was omitted.

Norris Shook and Vincent Scrivani were appointed tellers as was Theodore Mickle and were sworn to the faithful performance of their duties by the Moderator.

Article 1. Voted: To authorize the Board of Selectmen to exchange a parcel of Town-owned land lying between Chester Avenue and Walnut Avenue in Eastham and being shown as Lots 3, 4, 22, and 23 in Block 15 of the Eastham Assessors Maps, which lots were acquired by tax taking for one lot of land owned by Virginia L. Perrin and Beverly A. Savoli which land is shown as Lot 9 Land Court Plan 13766G and being further described in Certificate of Title 65100 and

further being shown as Lot 2E, Block 23, Eastham Assessor's Map excluding the structures thereon.

Unanimous Voice Vote

Article 2. Voted: To transfer from available funds to the Interest Expense Acct. \$10,326.53.

Unanimous Voice Vote

Article 3. Voted: To transfer from available funds \$5,500.00 to the Engineering Services Acct.

Unanimous Voice Vote

Article 4. Voted: To transfer from available funds to the Legal Services Acct. the sum of \$3,600.00.

Unanimous Voice Vote

Article 5. Voted: To transfer \$14,918.05 from State Shellfish Aid Acct. to the Natural Res. State Grant Acct.

Unanimous Voice Vote

Article 6. Voted: To transfer \$2,252.00 from the Ambulance Fund Acct. to Fire Ambulance Expense Acct.

Unanimous Voice Vote

Article 7. Voted: To transfer \$954.72 from available funds to the Town Insurance - Town Protection Acct.

Unanimous Voice Vote

Article 8. Voted: To transfer from available funds \$4,000.00 to the Veterans Services Benefits Acct.

Unanimous Voice Vote

Article 9. Voted: To indefinitely postpone this article.

Unanimous Voice Vote

There being no objections the reading of the minutes was omitted.

There being no further business to come before Town Meeting, the meeting was dissolved at 7:30 p.m.

LILLIAN LAMPERTI
Town Clerk

A True Copy Attest:

Reconsideration of Articles Voted at ANNUAL TOWN MEETING of May 2, 1983 Continuation - May 23, 1983

Pursuant to the provisions of the original Annual Town Warrant, voters assembled in the Nauset Regional High School Auditorium for reconsideration of articles voted at Annual Town Meeting held on May 2, 1983.

The meeting was called to order by the Moderator, Ralph L. Earle and the Chairman of the Finance Committee, Benjamin Bartolini explained what the procedure of reconsideration of money articles would be and what had to be done to have a balanced budget.

The following articles were reconsidered and the amounts to be raised and appropriated are reduced to the following:

Article 10. Reduced from \$36,000.00 to \$8,600.00

Article 12.

Item 2 - Selectmen Office Salary	by	\$ 4,189.00	to	\$ 18,041.00
Item 3 - Selectmen Expense	by	\$ 600.00	to	\$ 4,707.00
Item 5 - Assessor Expense	by	\$ 400.00	to	\$ 5,099.00
Item 24-Town Hall Expense	by	\$ 500.00	to	\$ 9,552.00
Item 25 - Bulk Fuel Oil	by	\$ 2,000.00	to	\$ 9,000.00
Item 26 - Police Salary	by	\$ 6,000.00	to	\$290,405.00
Item 27 - Police Expense	by	\$ 1,445.00	to	\$ 18,782.00
Item 31 - Fire Salary	by	\$ 3,650.00	to	\$105,072.00
Item 32 - Fire Expense	by	\$ 1,080.00	to	\$ 19,615.00
Item 33 - Orl/East Amb.	by	\$10,000.00	to	0
Item 37 - Nat. Res. Exp.	by	\$ 500.00	to	\$ 12,371.00
Item 60 - Har.& Land. Exp.	by	\$ 1,500.00	to	275.00
Item 62 - Snow & Sand Exp.	by	\$ 3,000.00	to	\$ 10,175.00
68A - Ele School Oper	by	\$ 5,685.00	to	\$537,620.00
68B — Ele School Travel	by	\$ 36.00	to	0
68D — Nauset School Oper. Exp.	by	no cut		
69 - Library Salary	by	\$ 930.00	to	\$ 26,797.00

70 - Library Expense	by	\$ 1,325.00	to	\$ 12,137.00
73 - Inf. Booth Salary	by	\$ 3,880.00	to	\$ 0
76 - Olde Mill Exp	by	150.00	to	\$ 0
79 - Town Report	by	400.00	to	\$ 3,600.00
81 - Town Ins. Town Protec.	by	\$ 3,659.00	to	\$ 58,287.00
98 - Interest Exp.	by	\$ 4,000.00	to	\$ 5,766.00

That \$106,851.60 be transferred to Police Salaries from Federal Revenue sharing - \$76.14 be transferred from overlay surplus to the reserve fund - \$1,498.44 be transferred from olde mill trust acct. to olde mill salary - \$1,422.35 be transferred from waterways management fund to harbors and landing salary - \$2,500.00 be transferred from the ambulance fund to fire expense - \$23,685.00 be transferred from available funds generated by the re-consideration of Special Town Meeting of the 23rd to the Nauset District School Operating expense acct. and that \$2,817,330.12 be raised and appropriated to be distributed to the various accts. as voted in this article.

*Article 13. Reduce to the following:				
Moderator	100.00	to		100.00
Constable	100.00	to		0
Town Clerk	12,500.00	to		10,912.00
Treasurer/Collector	18,000.00	to		15,000.00
Selectmen/Assesors/Board				
of Health same				\$33,500.00
(each 11,000.00 with the Chairman at 11,550.00).				

To raise and appropriate \$59,562.00 to fund the same.

Article 31: - To transfer from available funds \$4,407.00 to the Council on Aging Salary Acct.

- Articles below to be indefinitely postponed
- #36
 - #38
 - #39
 - #40
 - #41
 - #42
 - #47
 - #57
 - #58

#59
#61
#64
#67

*Motion made to reduce the constable's salary to O due to non-performance of duties. Motion was carried by Unanimous voice vote.

There being no objections, the reading of the minutes on the re-considered articles was omitted.

There being no further business to come before Town Meeting, the meeting was dissolved at 11:20 p.m.

A True Copy Attest

Lillian Lamperti
Town Clerk

SPECIAL TOWN MEETING MINUTES MAY 23, 1983

Pursuant to the provisions of the foregoing warrant, the voters assembled in the Nauset Regional High School Auditorium, and there being a quorum present, the meeting was called to order by the Moderator, Ralph L. Earle, Sr. after the reconsideration of articles from the Annual Town Meeting at 12:10 a.m.

The call and service of the town meeting were read by the Town Clerk and there being no objections, the reading of the articles was omitted.

Article 1. Voted to rescind the votes taken at the Annual Town Meeting of May 3, 1982 on Articles 25 and 26 and to further return to available funds the sum of \$28,843.00

Unanimous Voice Vote

A motion was made and voted to appoint a committee of five persons to serve on an Economic Development Study Committee, one appointed by the moderator, two by the Finance Committee and two by the Selectmen, for the purpose of investigating all avenues of growth and economics for the betterment of the Town and from time to time make recommendations to Town meeting.

Unanimous Voice Vote

A Resoulution was offered in recognition of the services to the Town of Eastham by Finance committee person Karen Anderson, and was favorably received.

There being no objections the reading of the minutes was omitted.

There being no further business to come before Town Meeting, the meeting was dissolved at 12:20 a.m.

A True Copy Attest:

Lillian Lamperti
Town Clerk

**SPECIAL TOWN MEETING
WARRANT**

The Commonwealth of Massachusetts

Barnstable, ss.
To Marion Hawkes, Constable of the Town of Eastham, in the county of Barnstable:

In the name of the Commonwealth of Massachusetts you are hereby directed to notify and warn the inhabitants of said Town qualified to vote in Elections and Town affairs to meet at the Nauset Regional High School Auditorium on Monday, May 23, 1983 at 7:30 P.M. in the evening, then and there to act on the following articles in this Warrant.

Article 1. To see if the Town will vote to rescind the votes taken at the:

Annual Town Meeting of May 7, 1979, Article 45.

Annual Town Meeting of May 5, 1980, Article 10.

Special Town Meeting of October 27, 1980, Articles 1. and 2.

Annual Town Meeting of May 4, 1981, Article 25.

Annual Town Meeting of May 3, 1982, Articles 25. and 26.

or take any action relative thereto.

By Board of Selectmen

Sel:

Fin. Com:

Article 2. To hear the reports of committees and to do or act on anything which may legally come before this meeting.

By Anonymous

You are directed to serve this Warrant by posting attested copies thereof at the Post Office in Eastham and the Post Office in North Eastham fourteen days at least before the date of holding said meeting.

Hereof, fail not and make due return of this Warrant and your doings thereon to the Town Clerk at the time and place of holding said meeting.

Given under our hands and seals this Eighteenth day of April in the year of our Lord, One Thousand Nine Hundred and Eighty-Three.

Sincerely,

HOWARD W. QUINN, Chairman

RUDOLPH E. ZANNONI

WALLACE RUCKERT

Board of Selectmen

Lillian Lamperti

Town Clerk

Eastham, MA

Greetings:

In pursuant to the conditions of the foregoing warrant I have posted one copy in the Post Office, Eastham, and one copy in the Post

Office, N. Eastham, seven days before said meeting.

May 4, 1983

Marion Hawkes

A True Copy, Attest:

Lillian Lamperti

SPECIAL TOWN MEETING

May 23, 1983

Moderator, Ladies and Gentlemen:

Once in a while a person moves in sits down on a Committee and quietly begins to move, mold, and shape that committee into a direction all for the good of Eastham.

Seven years ago this one person quietly moved on to this committee and began to do just this.

Tonight this board wishes to bring this facts to your attention and request that you hereby recognize, with us, that tonight marks the end, because of our By-Laws, a long and sincerely dedicated person's work for this town.

We therefore take pleasure in commending to you, for proper recognition of seven years of unfailing dedication to Eastham, as a Finance Committee member and past chairman.

It is my pleasure on behalf of Eastham to say - Thank you - Karen Anderson.

A motion was also made to appoint an Economic Development Study Committee of five persons, one appointed by the moderator, two by the Finance Committee and two by the Selectmen, for the purpose of investigating all avenues of growth and economics for the betterment of the Town and from time to time make recommendations to Town Meeting.

Favorably received

SPECIAL TOWN MEETING WARRANT

The Commonwealth of Massachusetts

Barnstable, ss.

To Marion Hawkes, Constable of the Town of Eastham, in the county of Barnstable:

In the name of the Commonwealth of Massachusetts you are hereby directed to notify and warn the inhabitants of said town qualified to vote in Elections and Town affairs to meet at the Nauset Regional High School Auditorium on Tuesday, November 1, 1983 at 7:00 P.M. in the evening, then and there to act on the following articles in this Warrant.

Article 1. To see if the Town will vote to reconsider Article 12 of the May 1983 Annual Town Meeting for the purpose of making various reductions in selected appropriations, or take any action relative thereto.

By Board of Selectmen

Sel: Approved 3-0

Fin. Com: Recommend \$94,399.97 be reduced and further \$4,787.72 be transferred in addition to the amounts already transferred.

Article 2. To see if the Town will vote to adopt a By-Law which reads as follows:

- I. No motor boat or vessel shall be operated on any pond other than Great Pond or Herring Pond that has a total horsepower in excess of three (3) as defined by manufacturer's specifications.
- II. No motor boat or vessel shall be operated within one hundred fifty (150) feet of any swimming area designated by the Board of Selectmen and marked by bouys.
- III. No person shall operate, or permit to be operated, any motor boat or vessel, except a seaplane, on any fresh water pond in the Town of Eastham which violates any of the following regulations:

- A. No motor boat or vessel shall be operated on, or placed on, any fresh water pond without an annual inspection permit from the Natural Resources Department of Eastham. Said permit shall be kept on board and available for extermination.
- B. No motor boat or vessel shall be operated at a speed in excess of thirty (30) miles per hour.
- C. No motor boat or vessel shall be operated by a minor under the age of sixteen (16) years without a person eighteen (18) years, or over, aboard.
- D. No motor boat or vessel shall be operated which has a total horsepower in excess of fifty (50) as defined by manufacturer's specifications.
- E. No racing type motor boats or vessels, i.e. hydroplanes, so-called, shall be operated at any time on any fresh water pond within the Town of Eastham.
- F. Gasoline tanks shall not be filled while a boat or vessel is in the water or within fifty (50) feet of the edge of a fresh water pond.
- G. No motor boat or vessel shall be used for water-skiing except on even numbered days. Townlines shall not exceed seventy-five (75) feet in length and only one skier may be towed per boat. All water-skiing shall be conducted in a counter-clockwise direction, and all stops and starts shall be in deep water (five (5) feet or more.)
- H. No water-skiing shall be allowed on any fresh water pond other than Great Pond.
- I. Hours for water-skiing shall be from 7:00 A.M. to one-half hour before sunset.

IV. No water-skiing on Salt Pond, so called.

Violation of any of the above regulations shall be punishable by a fine of \$200.00 with each violation constituting a separate offense.

or take any action relative thereto.

By Board of Selectmen

Sel: Approved 3-0

Fin. Com: Recommended 8-0

Article 3. To see if the Town will vote to transfer and appropriate from available funds the sum of \$2,000.00 for legal fees related to labor relations, or take any action relative thereto.

By Board of Selectmen

Sel: Approved 3-0

Fin. Com: Recommended 8-0

Article 4. To see if the Town will vote to transfer and appropriate from available funds the sum of \$3,000.00 to Planning Board Expenses to be used for zoning, or take any action relative thereto.

By Planning Board

Sel: Approved 3-0

Fin. Com: Recommended 7-0

Article 5. To see if the Town will vote to transfer and appropriate from available funds the sum of \$37.00 to Unpaid Bills Expense for the purpose of paying an unpaid bill of Fiscal Year 1983, or take any action relative thereto.

By Board of Selectmen

Sel: Approved 3-0

Fin. Com: Recommended 8-0

Article 6. To see if the Town will vote to transfer and appropriate from available funds, the sum of \$1,060.00 for the purpose of replacing the cesspool at the Police Station, or take any action relative thereto.

By Chief of Police

Sel: Approved 3-0

Fin. Com: Recommended 7-0

Article 7. To see if the Town will vote to transfer the sum of \$2,000.00 from Police Salary to Police Expense, or take any action relative thereto.

By Chief of Police

Sel: Approved 3-0

Fin. Com: Recommended \$1,600.00 be transferred 7-0

Article 8. To see if the Town will vote to transfer and appropriate from available funds the sum of \$438.42 to Police Expense to pay for that portion of a replacement cruiser which was not covered by

insurance reimbursement, or take any action relative thereto.
By Chief of Police

Sel: Approved 3-0
Fin. Com: Recommended 7-0

Article 9. To see if the Town will vote to amend the Personnel By-Law (Tenth Revision, adopted July 1983) Section XII, Appendidx A. By replacing the lines “Maintenance Chief” and “Deputy Maintenance Chief/Foreman” as follows:

1st Year	2nd Year	3rd Year	4th Year	5th Year
SUPERINTENDENT OF PUBLIC WORKS				
\$19,470.00	\$20,113.50	\$21,465.68	\$22,538.96	\$23,665.91
DEPUTY SUPERINTENDENT OF PUBLIC WORKS/FOREMAN				
\$15,400.00	\$16,170.00	\$16,978.50	\$17,827.43	\$18,718.80

and further, to transfer and appropriate from available funds a sum of money for the purpose of funding this change, or take any action relative thereto.

By Board of Selectmen
Sel: Approved 2-0-1 \$6,106.53
Fin. Com: Recommends Step 5 for each position retroactive to July 1,1983 \$6,106.53
Per. Bd: Recommends Step 4 for each position \$3,787.01

Article 10. To see if the Town will vote to transfer and appropriate from available funds a sum of money to Sanitary Landfill Salary, or take any action relative thereto.

By Board of Health
Sel: Approved 3-0
Fin. Com: Recommended 7-0 \$3,689.94

Article 11. To see if the Town will vote to transfer and appropriate from available funds a sum of money to Sanitary Landfill Salary, or take any action relative thereto.

By Board of Health
Sel: Recommend Indefinite Postponement.
Fin. Com: Recommend Indefinite postponement.

Article 12. To see if the Town will vote to transfer and appropriate from available funds the sum of \$500.00 to Engineering Services for the purpose of securing a partial topographical survey to determine the remaining life of the Sanitary Landfill, or take any action

relative thereto.

By Board of Health

Sel: Approved 3-0

Fin. Com: Recommended 7-0

Article 13. To see if the Town will vote to transfer and appropriate from available funds a sum of money to Interest Expense, or take any action relative thereto.

By Treasurer

Sel: Approved 3-0

Fin. Com: Recommended 8-0 - \$11,155.00

Article 14. To see if the Town will vote to transfer the sum of \$3,000.00 from Town Accountant Salary to Town Accountant Expense to cover the cost of initial computer expenses, or take any action relative thereto.

By Town Accountant

Sel: Approved 3-0

Fin. Com: Recommended - 8-0

Article 15. To see if the Town will vote to transfer and appropriate from available funds the sum of \$1,325.00 to Library Expense to be used for books, audio-visual materials, maintenance and repair of the Library building and payment of operating expenses, or take any action relative thereto.

By Library Trustees

Sel: Approved - 3-0

Fin. Com: Not Recommended 7-0

Article 16. To see if the Town will vote to direct the Board of Selectmen to petition the State Legislature for a special act that would change the Town Treasurer's Office from an elected position to a position appointed by the Board of Selectmen and to have the appointed Treasurer act as the Collector of Taxes, with said change to be effected at the expiration of the current Town Treasurer's present elected term, or take any action relative thereto.

By Board of Selectmen

Sel: Approved 3-0

Fin. Com: Recommended 7-0

Article 17. To see if the Town will vote to authorize the Selectmen to enter into negotiations with any corporation or entity or town or towns in regard to a proposed service agreement for disposal of solid waste, which when drafted will be submitted to a town meeting

for adoption or rejection, or take any action relative thereto.
By Board of Selectmen

Sel: Approved 3-0
Fin. Com: Recommended 7-0

Article 18. To see if the Town will vote to transfer and appropriate from available funds the sum of \$5,000.00 to Regional Septage Facility for the purpose of paying Eastham's share for technical assistance in the preparation of an inter-municipal agreement for the facility, or take any action relative thereto.
By Board of Health

Sel: Approved 3-0
Fin. Com: Recommended 7-0

Article 19. To see if the Town will vote to transfer and appropriate from available funds the sum of \$10,000.00 to an account for the purpose of accruing funds to cover the unfunded cost liability and amortization of unfunded vested benefits incurred by the Town's participation in Barnstable County Retirement System, or take any action relative thereto.
By Board of Selectmen

Sel: Approved 3-0
Fin. Com: Recommended 7-0

Article 20. To hear the reports of committees and to do or act on anything which may legally come before this meeting.
By Anonymous

You are directed to serve this Warrant by posting attested copies thereof at the Post Office in Eastham and the Post Office in North Eastham fourteen days at least before the date of holding said meeting.

Hereof, fail not and make due return of this Warrant and your doings thereon to the Town Clerk at the time and place of holding said meeting.

Given under our hands and seals this Seventeenth day of October in the year of our Lord, One Thousand Nine Hundred and Eighty-Three.

Sincerely,

HOWARD W. QUINN, Chairman
RUDOLPH E. ZANNONI
WALLACE RUCKERT
Board of Selectmen

Lillian Lamperti
Town Clerk

Greetings:

In pursuance of the conditions of the foregoing warrant, I have posted attested copies, one at the Post Office, Eastham, and one at the Post Office, N. Eastham fourteen days before time of said meeting

MARION HAWKES
Constable

**SPECIAL TOWN MEETING
MINUTES
November 1 1983**

Pursuant to the provisions of the foregoing warrant, the voters assembled in the Auditorium of the Nauset Regional High School, and there being a quorum present, the meeting was called to order by the Moderator, Ralph L. Earle at 7:05 P.M.

The call and service of the Town Meeting were read by the Town Clerk and there being no objections, the reading of the Articles was omitted.

Norris Shook and Tad Vautrinot were appointed tellers and duly sworn to the faithful performance of their duties by the Moderator.

Article 1. Article 12 of the Annual Town Meeting held May 1983 was reconsidered and the following reductions were allocated among the various following town budgets in the following amounts:

Line Item 2	Selectmen Office Salary	\$ 600.00
Line Item 4	Assessor Office Salary	\$ 6,122.00
Line Item 11	Town Accountant Salary	\$17,541.61
Line Item 52	Town Nurse Expense	\$ 3,889.20
Line Item 64	Street Lighting Expense	\$ 5,787.72
Line Item 68D	Nauset District-Operating Expense	\$62,247.16
Line Item 82	Town Insurance-Unemployment Expense	\$ 3,000.00

and that \$4,787.72 be transferred and appropriated from available funds to Line Item 64 - Street Lighting Expense.

Passed - Unanimous Voice Vote

Article 2. To adopt a By-Law which reads as follows:

- I. No motor boat or vessel shall be operated on any pond other than Great Pond or Herring Pond that has a total horsepower in excess of three (3) as defined by manufacturer's specifications.
- II. No motor boat or vessel shall be operated within one hundred fifty (150) feet of any swimming area designated by the Board of Selectmen and marked by bouys.
- III. No person shall operate, or permit to be operated, any motor boat or vessel, except a seaplane, on any fresh water pond in the Town of Eastham which violates any of the following regulations:
 - A. No motor boat or vessel shall be operated on, or placed on, any fresh water pond without an annual inspection permit from the Natural Resources Department of Eastham. Said permit shall be kept on board and available for examination.
 - B. No motor boat or vessel shall be operated at a speed in excess of thirty (30) miles per hour.
 - C. No motor boat or vessel shall be operated by a minor under the age of sixteen (16) years without a person eighteen (18) years, or over, aboard.
 - D. No motor boat or vessel shall be operated which has a total horsepower in excess of fifty (50) as defined by manufacturer's specifications.
 - E. No racing type motor boats or vessels, i.e., hydroplanes, so-called, shall be operated at any time on any fresh water pond within the Town of Eastham.

- F. Gasoline tanks shall not be filled while a boat or vessel is in the water or within fifty (50) feet of the edge of a fresh water pond.
- G. No motor boat or vessel shall be used for water-skiing except on even numbered days. Tow lines shall not exceed seventy-five (75) feet in length and only one skier may be towed per boat. All water-skiing shall be conducted in a counter-clockwise direction, and all stops and starts shall be in deep water (five (5) feet or more.)
- H. No water-skiing shall be allowed on any fresh water pond other than Great Pond.
- I. Hours for water-skiing shall be from 7:00 A.M. to one-half hour before sunset.

IV. No water-skiing on Salt Pond, so called.

Violations of any of the above regulations shall be punishable by a fine of \$200.00 with each violation constituting a separate offense.

Passed - Hand Count

106 Yes

17 No

Article 3. Voted: to transfer and appropriate from available funds the sum of \$2,000.00 for legal fees related to labor relations.

Passed - Unanimous Voice Vote

Article 4. Voted: to transfer and appropriate from available funds the sum of \$3,000.00 to Planning Board Expenses to be used for zoning.

Passed by Majority Voice Vote

Article 5. Voted: to transfer and appropriate from available funds the sum of \$37.00 to Unpaid Bills Expense for the purpose of paying an unpaid bill of Fiscal Year 1983.

Passed - Unanimous Voice Vote

Article 6. Voted: to transfer and appropriate from available funds, the sum of \$1,060.00 for the purpose of replacing the cesspool at the Police Station.

Passed - Unanimous Voice Vote

Article 7. Voted: to transfer and appropriate from available funds the sum of \$2,000.00 from Police Salary to Police Expense.
Passed - Unanimous Voice Vote

Article 8. Voted: to transfer and appropriate from available funds the sum of \$438.42 to Police Expense to pay for that portion of a replacement cruiser which was not covered by insurance reimbursement.
Passed - Unanimous Voice Vote

Article 9. Voted: to amend the Personnel By-Law (Tenth Revision, adopted July 1983) Section XII, Appendix A. by replacing the lines "Maintenance Chief" and "Deputy Maintenance Chief/Foreman" as follows:

SUPERINTENDENT OF PUBLIC WORKS				
1st Year	2nd Year	3rd Year	4th Year	5th Year
\$19,470.00	\$20,443.50	\$21,465.68	\$22,538.96	\$23,665.91
DEPUTY SUPERINTENDENT OF PUBLIC WORKS/FOREMAN				
1st Year	2nd Year	3rd Year	4th Year	5th Year
\$15,400.00	\$16,170.00	\$16,978.50	\$17,827.43	\$18,718.80

and further, to transfer and appropriate from available funds the sum of \$6,106.53 to the General Maintenance Salary Account to fund this change.
Passed - Unanimous Voice Vote

Article 10. Voted: to transfer and appropriate from available funds the sum of \$3,689.94 to the Sanitary Landfill Salary Account.
Passed - Unanimous Voice Vote

Article 11. Voted: to indefinitely postpone this article.
Passed - Unanimous Voice Vote

Article 12. Voted: to transfer and appropriate from available funds the sum of \$500.00 to Engineering Services for the purpose of securing a partial topographical survey to determine the remaining life of the Sanitary Landfill.
Passed - Unanimous Voice Vote

Article 13. Voted: to transfer and appropriate from available funds the sum of \$11,155.00 to the Interest Expense Account.
Passed - Unanimous Voice Vote

Article 14. Voted: to transfer the sum of \$3,000.00 from Town Accountant Salary to Town Accountant Expense to cover the cost of initial computer expenses.

Passed - Unanimous Voice Vote

Article 15. Voted: to transfer and appropriate from available funds the sum of \$1,325.00 to Library Expense to be used for books, audio-visual materials, maintenance and repair of the Library building and payment of operating expenses.

Passed - Majority Voice Vote

Article 16. Voted: to indefinitely postpone directing the Board of Selectmen to petition the State Legislature for a special act that would change the Town Treasurer's Office from an elected position to a position appointed by the Board of Selectmen.

Passed - Majority Voice Vote

Article 17. Voted: to authorize the Selectmen to enter into negotiations with any corporations or entity or town or towns in regard to a proposed service agreement for disposal of solid waste, which when drafted will be submitted to a town meeting for adoption or rejection.

Passed - Unanimous Voice Vote

Article 18. Voted: to transfer and appropriate from available funds the sum of \$5,000.00 to Regional Septage Facility for the purpose of paying Eastham's share for technical assistance in the preparation of an inter-municipal agreement for the facility.

Passed - Unanimous Voice Vote

Article 19. Voted: to transfer and appropriate from available funds the sum of \$10,000.00 to an account for the purpose of accruing funds to cover the unfunded cost liability and amortization of unfunded vested benefits incurred by the Town's participation in Barnstable County Retirement System.

Passed - Unanimous Voice Vote

There being no other business to come before Town Meeting, the reading of the minutes was omitted and Town Meeting was adjourned at 9:15 P.M.

A True Copy Attest:

LILLIAN LAMPERTI
Town Clerk

ANNUAL TOWN ELECTION

May 17, 1983

The Annual Town Election was held on May 17, 1983 in the Eastham Town Hall Auditorium, the meeting being called to order at 12:00 noon. The following persons, having been appointed to act as Election Officers and tellers were sworn to the faithful performance of their duties by the Town Clerk.

They were: Dorothy Joseph, Marcia Nickerson, Barbara Weber, Virginia Reckards, Lucy Carey, Joseph King and Alfred Mills, Warden.

The polls were opened at 12 P.M. and closed at 7:00 P.M. The ballot box was examined and found to register-zero. At closing time, the ballot box registered 1566, the voting list showing the same number having voted. The following is a result of the voting:

MODERATOR 1 YEAR

Ralph L.Earle,Sr.	1370
Blanks	196

SELECTMEN, BOARD OF HEALTH, ASSESSOR 3 YEARS

Rudolph E. Zannoni	987
Joyce E. Brookshire	554
Blanks	25

PLANNING BOARD 5 YEARS

Charles Deane	1368
Blanks	198

SCHOOL COMMITTEE 3 YEARS

Vote for Two

Marcia C.Nickerson	1381
John E. Butler	1260
Blanks	491

RECREATION COMMISSION 5 YEARS

Michael O'Connor	1274
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1-Yr. Un-expired term

Michael J. Bove	1277
Blanks	581

TRUSTEE OF PUBLIC LIBRARY

Winifred Franklin	1389
Blanks	177

QUESTIONS

Question #1

Yes	607
No	918
Blanks	41

Question #2

Yes	712
No	801
Blanks	53

Question #3

Yes	541
No	972
Blanks	53

As the Warden read the results of the election, those having the greatest number of votes were declared elected by the Election Officers.

The total number of votes cast was 1566 in a possible total of 2503.

The Polls were closed at 7:00 P.M.

A True Copy Attest

LILLIAN LAMPERTI

66 Absentee Ballots

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NOTES

NOTES

NOTES

Billingsgate Light - This brick tower and keeper's dwelling, erected in 1857, replaced another built in 1822 on this island off Eastham's bay shore. Taken about 1890 by Henry K. Cummings.